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State

The Newsletter United States Department of State January 1982

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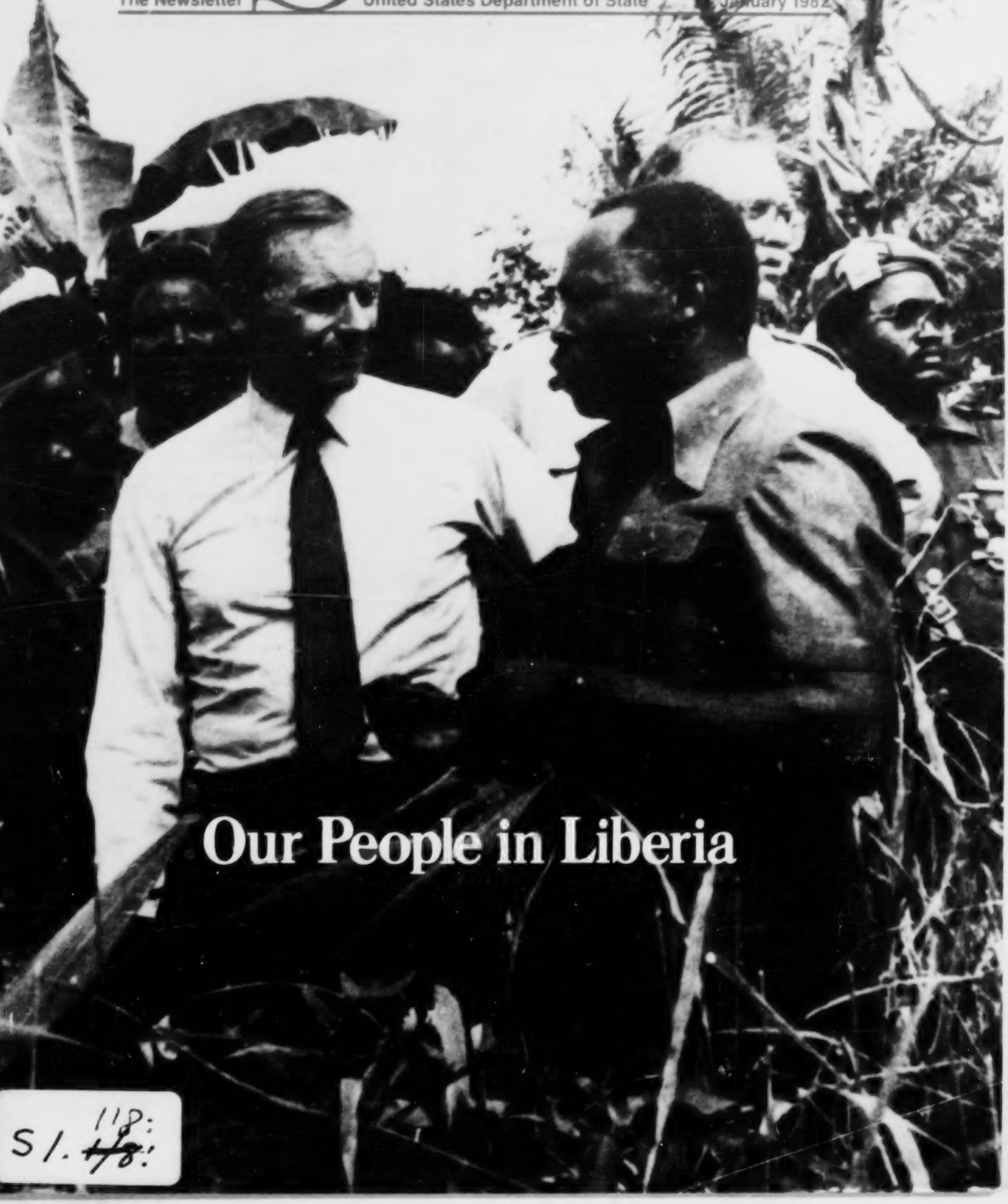

Our People in Liberia

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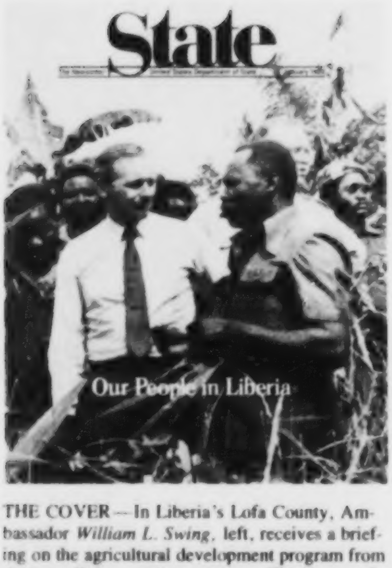

THE COVER—In Liberia's Lofa County, Ambassador *William L. Swing*, left, receives a briefing on the agricultural development program from *Jeremay Tulay*, project manager. This is one of the photographs comprising STATE's "Post of the Month" feature, which begins this month on Page 32.

United States Department of State

Letters to the Editor

Son of Supercrat

NEW DELHI

DEAR SIR:

The adventures of Supercrat depicted in the November issue afford an opportunity to comment upon the real live nurses in the Department and in the field. From firsthand observation and on the receiving end of a number of injections, I can testify to their first-rate quality. Their capabilities, sympathy and loyalty are exemplary, and I doff my hat to all of them. My admiration is not limited to Foreign Service nurses but includes local-hire nurses. The latter are worthy of special mention in view of the many years of distinguished service they have provided. Thank you for the opportunity to express what I feel are deserved plaudits.

Sincerely,
AUSTIN L. MOEDE, M.D., M.P.H.
Regional medical officer ☐

Longer overseas tours

ABIDJAN, IVORY COAST

DEAR SIR:

Mary J. Kosheleff's letter on longer overseas tours in the November issue was read with interest. However, it would be of interest to many to know at which posts she has served.

Sincerely,
JOSEPH A. HILTS
Regional budget and fiscal officer

Ms. Kosheleff has served in Vietnam, Cyprus, Afghanistan and Yemen. ☐

'Name ... is inexcusable'

DEAR SIR:

I believe an apology is due to all secretaries in the Foreign Service and in the Department of State for the Dickens' Christmas Carol article which was pub-

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Editorial Staff
Executive editor Francis J. Matthews
Editor Sanford (Whitey) Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Catherine Lawson

STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

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Contributions from the field may be submitted by an Operations Memorandum with the subject title: STATE magazine.

In the Department, contributions should be in writing and addressed to STATE magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

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Department Operations

Backstage with your paycheck

It's a big production, run out of Rosslyn

HAVE YOU ever lost or misplaced your paycheck? Or suspected that the entries on your pay stub for annual leave, taxes or other deductions weren't correct? If so, you may be familiar with the Domestic Payroll Office in Rosslyn, at State Annex 15.

"When people have a problem with their paychecks, they tend to act as though their own pay account is the only one we handle," says Lawrence Lewis, chief of the office. "In fact, we have 8,500 accounts here—the account of every American employee assigned domestically." In addition to computing the mix of salaries, deductions, leave, U.S. savings bond withholding, life and health insurance payments, special allowances and post differentials, the payroll office also, among other things, finalizes employee separations and mails out the W-2 tax forms each January. Mr. Lewis says: "A staff of 23 payroll clerks and technicians handles the accounts. Each is responsible for a block of accounts. They're grouped together by organizational code.

"Ours is the central payroll office where all American employee pay accounts originate. When American employees are assigned abroad, their accounts are transferred to one of four pay centers—the Washington Finance Center, for Americans assigned to the South American countries; the Mexico pay center, for Americans in Mexico; the Bangkok center, for the East Asian and Pacific areas; and the Paris center, for American employees at posts in Africa, the Near East, South Asia and Europe. Foreign Service national employee accounts do not originate here. They are paid locally at posts."

Complications are part of the everyday routine in the central payroll office. For example, recently a problem arose when an American who was hired on the local payroll in Paris became a Foreign Service employee. "For awhile, she was getting two paychecks," Mr. Lewis recalls, "her local paycheck, which should have been stopped, and a paycheck generated from here when she joined the Foreign Service. She deposited the extra checks, and now has to return the money to the Government. If the total is not paid back by the end of the year, the money will appear on her W-2 (U.S. tax withholding) form and she'll have to pay taxes on the balance."

Mr. Lewis. *(Photo by Donna Gigliotti)*

"Another recent problem," says Mr. Lewis, who worked his way up from a clerk during his 10 years in the payroll office, "occurred when Foreign Service employees got increases to be effective last October 18. An error was made, and about 150 employees got that increase one pay period too soon. Now we have to go back and adjust each of those pay accounts."

When the system runs smoothly, time and attendance cards, which arrive in the payroll office every two weeks, must be processed by 11 a.m. on Tuesdays, so that the computers in the Information Systems Office can record information for each paycheck on tapes. On Wednesdays, the tapes are sent to the Treasury Department. Treasury then issues the checks. By Friday, it sends them to State's cashier's office, where the earning and leave statements are prepared. The statements and the paychecks are then divided according to organizational codes. Checks are picked up by each bureau administrative office and sorted into sections within the bureau. Payroll liaison officers from each of those sections then pick up the checks for their people. The checks are then distributed to each office by the following Thursday. Checks designated for financial institutions are sent from Treasury to the Federal Reserve Bank, and from there to the designated institution.

When a check is lost or stolen, according to Mr. Lewis, the payroll office must contact Treasury and request that it stop payment and issue another check. This usually takes about four to six weeks.

Aside from the routine paycheck cycle, a variety of corrections, amendments and changes are made on accounts in the payroll office. For example, address changes for W-2 forms and for financial institutions must be up-to-date, as well as allotments, salaries, benefits and taxes.

If an employee has a problem with the information on his/er pay stub, s/he should contact his/er administrative officer, who will then contact the appropriate payroll clerk. If the clerk can't handle the problem, his/er supervisor usually can. If not, the problem is attended to by Mr. Lewis or, in some cases, his superiors.

—DONNA GIGLIOTTI ■

News Highlights

State poised to file 2,800 small claims against Iran

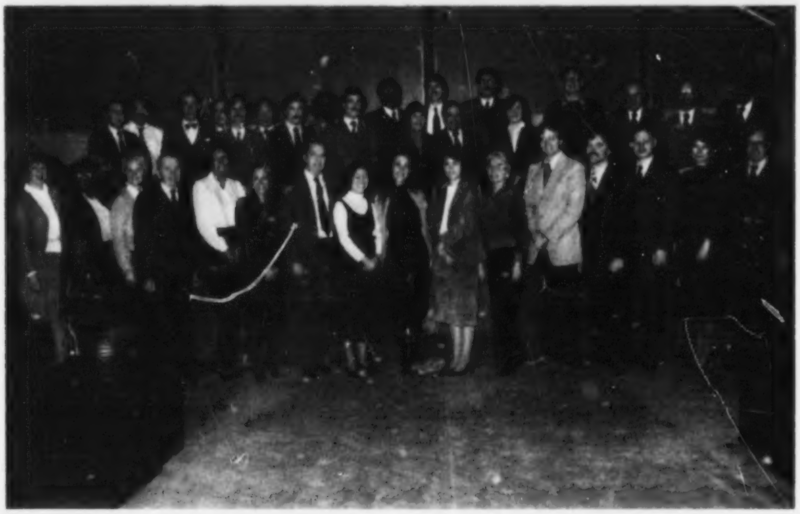
The Department was prepared to file, at year's end, more than 2,800 claims against Iran on behalf of U.S. nationals. A special task force of 60 Foreign Service officers, attorneys, secretaries and others have been working for months to meet the January 19 deadline for filing the claims, set by the Iran-U.S. Claims Tribunal at The Hague.

"We are still hopeful of negotiating a settlement agreement," says David P. Stewart, administrator for Iranian claims in the Office of the Legal Adviser, "but we are also in position to file the claims, thanks to the efforts of the task force."

Under the Algiers declaration which led to the release of the American hostages in Tehran last January, the United States and Iran agreed to establish the tribunal to arbitrate the claims of U.S. nationals against Iran, and the claims of Iranian nationals against the United States. The claims covered under the agreement are those arising out of debts, contracts, expropriations, or other measures affecting property rights. The agreement also provided that claims of U.S. nationals of less than $250,000 are to be submitted to the tribunal by the U.S. Government—rather than by the claimants themselves. More than 2,800 of these "small claims" were registered with the Department this summer.

Since the tribunal rules require submission of detailed statements of claim, in both English and Farsi, with 12 copies each, this has proved to be a "massive undertaking," Mr. Stewart said. His task force included 32 Foreign Service officers and secretaries; 12 attorneys, including some on detail from the Departments of Justice and Energy and the Foreign Claims Settlement Commission; and others from offices and bureaus in the Department.

Organized into seven teams, each headed by a senior Foreign Service officer, the claims officers reviewed every claim registered with the Department. (In many cases, the officers contacted the claimants for additional details.) Another team, of 23 translators, was organized by the Language Services Division to prepare the Farsi translations. A dozen word processors, on contract, were used to type the legal documents. ☐



Members of the Iranian claims task force. ***(Photo by Glenn E. Hall, Visual Services)***

Mr. Taylor

Mr. Rosenblatt

Rosenblatt, Taylor win sabbaticals

Two Foreign Service officers—Lionel A. Rosenblatt and John J. Taylor—will receive a year's leave of absence, 1982–83, under the Department's Una Cox Chapman Sabbatical Leave Program. State will pay their salaries while they do research, write or lecture. The Cox Foundation gave each of them a grant of up to $25,000 to help them pay their expenses relating to the projects.

Mr. Rosenblatt, refugee and migration officer in Bangkok, will do research on the private sector's effectiveness in meeting international and domestic refugee problems. He will concentrate on three areas: the information base, long-term policy and program planning, and advocacy.

Mr. Taylor, political counselor in Beijing, plans to write a book examining the different reactions of China and India to the Western world; the cultural and historical factors that shape their national policies; and the "dynamics of their bilateral and international relations."

The sabbatical program, established by Ms. Cox, head of the foundation, seeks to "recognize, reward and encourage" members of the Foreign Service to "enrich their careers, support their professional development and, in general, support and strengthen the Foreign Service of the United States."

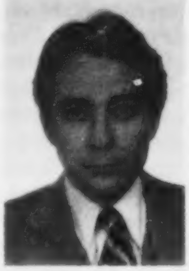
The program, now in its second year, is limited to the Foreign Service officers of State. Candidates must be available for worldwide assignment, and be in the classes of counselor or an FS 1–3. ☐

Executives win raise

President Reagan last month signed a congressional continuing resolution which lifted the pay ceiling for federal employees in the Senior Executive Service, Senior Foreign Service and top grades of the Civil Service. Most of the executives had received only one raise in the past four years, with the pay ceiling set at $50,112.50. The new ceiling is $57,500 for the top grades of the Civil Service general schedule, and $58,500 for the Senior Executive Service and Senior Foreign Service—effective January 1, 1982, in the middle of the pay period.

Earlier, presidential counselor Edwin Meese, speaking at a ceremony honoring 96 top federal managers in the Department's Dean Acheson Auditorium, noted that President Reagan had made known his support for an executive pay raise even before his inauguration. Mr. Meese also declared strong administration support for performance awards for senior executives in the

Politico-Military Affairs reorganizes to handle larger workload



Mr. Burt

A reorganization of the Bureau of Politico-Military Affairs, to handle a "significant increase in its duties," has been announced by director Richard R. Burt, who pointed out that the Reagan administration has assigned responsibility to State for chairing most national security interagency groups, and that the chairmanship of a majority of these groups resides in the bureau.

Offices there have been grouped into four clusters, each headed by a deputy bureau director. In one cluster are two new units—the Office of Regional Security Affairs and the Office of Policy Analysis, both reporting to Robert D. Blackwill, the principal deputy director, who was the senior National Security Council staff member for western Europe before he joined the bureau. Regional security has both operational responsibility (base negotiations, military exercises, port calls) and a policy formulation role for the non-European area. It has the lead role in the Department's Persian Gulf strategy formation and implementation. Policy Analysis represents a military analytical resource and the Department's point of contact with the Pentagon for budgetary, procurement and programmatic decisions. Both offices handle such diverse and sensitive issues as Central American security policy, U.S. strategic concerns in Africa, the Middle East, and Asia, and major arms transfer cases, such as security assistance for Pakistan and the AWACS aircraft for Saudi Arabia.

A second cluster consists of the Office of Strategic Nuclear Policy and the Office of Theater Military Policy, reporting to deputy director Robert Dean, who came to the bureau from the CIA, where he was national intelligence officer for the Soviet Union/Eastern Europe. Strategic Nuclear Policy is the Department's lead office for the upcoming START (strategic arms reduction talks) negotiations, and reviews outer space policy and nuclear testing. Theater Military Policy is the lead bureau office for the intermediate range nuclear force talks in Geneva, chemical and biological warfare arms control, and conventional force questions, including MBFR (mutual balanced force reductions) and several other NATO and European issues. The two offices in this cluster chair the interagency working groups in their areas.

In the third cluster are the Office of Security Assistance and Sales, the Office of Security Assistance Special Projects and the Office of Munitions Control, which report to deputy director Leslie Brown, formerly a deputy assistant secretary in the Bureau of Oceans and International Environmental and Scientific Affairs. Security Assistance and Sales has the responsibility to determine the allocation of funds for security assistance, including foreign military sales credits, and to ensure its relevance and consistency with broader U.S. security interests. Special Projects is one of the key offices in the Department for coordinating the presentation to Congress of security assistance funding requests. Munitions Control, which in terms of personnel is the bureau's largest office, oversees the vast and complex system of licenses for export of U.S.-manufactured products of military or other sensitivity.

Comprising the fourth cluster are the Office of Nuclear Policy and Operations and the Technology Transfer Assessment Staff, which monitor the transfer of high-technology nuclear and "conventional" items with possible military application or foreign policy implications. These two offices report to deputy director Stefan Halper, who was director of policy development and coordination for the Reagan-Bush Committee and a member of the State and Defense transition teams.

Mr. Burt noted that the bureau "is constantly seeking personnel to participate in the development of U.S. national security policy." He added: "I would encourage all individuals who would like to make a contribution to this important field to make their interest known to their career counselors and get in touch directly with me or our executive director. I believe this bureau would afford them one of the most challenging, demanding and exciting tours of their careers."

Government.

In an airgram to all U.S. diplomatic and consular posts on December 15, the Department pointed out that Executive Level III salaries, formerly set at $55,387.50—the salary of a chief of a Class II mission—will go to $59,500. The airgram said: "Executive Level IV salaries, formerly $52,750, are raised to $58,500. This is the salary of chiefs of Class III missions. Executive Level V salaries, formerly $50,112.50, are raised to $57,500. This is the salary of chiefs of Class IV missions. Executive Level II salaries, those of chiefs of Class I missions, remain at $60,662.50."

After noting the new pay ceilings in the Senior Executive Service, Senior Foreign Service and Civil Service, the Department pointed out that "previously scheduled salary rates lower than these new caps will be paid in full. [See Department of State salary chart at Page 75, STATE, December.] Previously scheduled rates higher than those new caps will be limited to the rates mentioned. Foreign Service Reserve officers and Foreign Service Reserve officers with unlimited tenure (FSR/FSRU) are paid as if converted to worldwide Foreign Service. Thus FSR/FSRU-3s and FSR/FSRU-4s are limited to $57,500, while FSR/RU-1s and FSR/FSRU-2s are limited to $58,000." ☐

'Stricter' immigration controls foreseen

Congressman Romano L. Mazzoli (D.-Ky.) discussed upcoming legislative action on President Reagan's immigration reform proposals at a luncheon meeting of the Consular Officers' Association at the George Washington University Club, December 4. Mr. Mazzoli is chairman of the Subcommittee on Immigration, Refugees and International Law of the House Judiciary Committee.

The speaker noted that the mood in Congress and in the country is for "stricter controls." At the same time, he added, any proposal will "almost surely include an amnesty clause for those undocumented aliens currently residing in the United States." The congressman was less sanguine about the chances for the nonimmigant visa waiver proposal, which is widely perceived as possibly contributing to future illegal alien problems.

Mr. Mazzoli

Mr. Mazzoli noted the increasing consular workload overseas, which, he said, has "outpaced personnel increases." He recalled his recent visit to Mexico to participate in the consular policy and management conference there. He praised the consular personnel at the embassy. ☐

Refugee, medical units lead State fund drive

The Office of Refugee Programs and the Office of Medical Services were leading the Department in the latest figures released on the Combined Federal Campaign fund drive. Refugee Programs employees had contributed a total that exceeds that office's goal by 35%. In Medical Services, 97% of the employees had made individual gifts.

Other units where the dollar goal had been surpassed were the Bureau of Economic and Business Affairs, 15%; Bureau of Congressional Relations, 12%; Bureau of Inter-American Affairs, 11%; and Foreign Service Institute, 1%.

Other units with a high degree of employee participation were the Sinai Support Mission, 91%, and the Bureau of Inter-American Affairs, 82%.☐

Forum continues 'future' series

Barbara Marx Hubbard, an American futurologist, is scheduled to address the Secretary's Open Forum, January 20, on long-term issues facing the United States. Her talk is the latest in a series on the 21st century. It is sponsored by the forum in conjunction with the Policy Planning Staff.

Julian Simon, author of "The Ultimate Resource," was scheduled to speak on January 7. Washington Post columnist Colman McCarthy was to address the forum on January 13. Other speakers this month were to include Ben Wattenberg, editor and TV commentator, January 6, and "supply-side" economist Arthur Laffer, January 11.

A special program marking the 10th anniversary of the establishment of the Department's official Dissent Channel was held in the Loy Henderson Conference Room, December 4. The channel is monitored by the Open Forum. Speakers included Ambassador to Colombia Thomas D. Boyatt and former Ambassador to El Salvador Robert E. White. The discussion focused on use of the channel and the ethics of dissent. The speakers fielded questions from the audience, who filled the room to capacity.☐

Pennsylvania man heads business council

John T. Jackson of Haverford, Pa., has been elected chairman of the Business Council for International Understanding, a nonprofit association, launched at a White House meeting in 1958, to bring together the interests of the public and private sectors in the United States and abroad. Mr. Jackson, 60, is chairman of the executive committee of the IU International Corp. John Habberton continues as president of the Council. ■

Appointments

Seven more countries to get new U.S. ambassadors:

Guyana, Maldives, Niger, Norway, Sri Lanka, Sweden, Tunisia

PRESIDENT REAGAN, as of late December, had announced his intention to nominate six more persons as ambassadors. All the nominations would require Senate confirmation. The six, in alphabetical order by posts, are:

- Guyana—Gerald E. Thomas, commander of the training command of the Navy's Pacific Fleet, to succeed George B. Roberts Jr.
- Niger—William Robert Casey Jr., manager of the Rocky Mountain Energy Co., Broomfield, Colo., to replace James K. Bishop.
- Norway—Mark Evans Austad, vice president for public affairs, Metromedia, Inc., Washington, to succeed Sidney A. Rand.
- Sri Lanka and the Republic of Maldives—John Hathaway Reed, director of government relations, Associated Builders and Contractors, Inc., Washington, to replace Donald R. Toussaint.
- Sweden—Franklin S. Forsberg, president of Forsberg Associates, Inc., New York, to succeed Rodney Kennedy-Minott.
- Tunisia—William Leon Cutler, deputy assistant secretary for congressional relations, to replace Stephen W. Bosworth.

* * *

Following are biographical sketches of the persons chosen by the new administration.

Guyana

Gerald E. Thomas, who spent 30 years in the Navy, retired last year with the rank of rear admiral. Joining the Navy in 1951, he held assignments as executive officer, USS Lowe, 1960–62; assistant head of college training programs, Bureau of Naval Personnel, 1963–65; student at the Naval War College, 1965–66; commanding officer, USS Bausell, 1966–67; and executive officer, naval reserve officers training command unit, Prairie View Agricultural and Mechanical College, 1969–70. From 1969 to 1970 he was professor of naval science at the college.

Mr. Thomas

Mr. Casey

Mr. Austad

Mr. Reed

Mr. Thomas then attended the reserve officers unit at Yale, 1970–73. Following his studies there, he became commander of Destroyer Squadron 9, 1973–74, and of Cruiser Destroyer Group 5, 1974–76. From 1976 to 1978 he was director of the Near East and South Asia Region, in the Office of the Assistant Secretary of Defense. He has held his present assignment with the Pacific fleet since 1978.

Mr. Thomas was born in Natick, Mass., on June 23, 1929. He received a bachelor's from Harvard in 1951; a master's in science from George Washington in 1966; and a doctorate from Yale in 1973. He has won the Department of Defense Superior Service Medal, Meritorious Service Medal and the Navy Commendation Service Medal. He is a member of the Organization of American Historians. He is married to the former Rhoda Henderson; they have two sons and a daughter.

* * *

Niger

William Robert Casey Jr. has been a mining engineer and manager with several companies in the United States and Canada. He began his mining career in 1969 as a systems analyst with the Kennecott Copper Corp., in Salt Lake City. He later held positions as mining engineer, Hudson Bay Mining & Smelting Co., Flin Flon, Manitoba, Canada, 1971–72; project engineer, Fluor Utah, Inc., San Mateo, Calif., 1972–73; chief field engineer, Arthur G. McKee, Salt Lake City, 1973–74; senior mining engineer, Morrison-Knudson Co., Boise, Id., 1974–75; senior mining engineer, Dravo, Denver, 1975–77; and project manager, Conoco, Denver and Paris, 1977–79. He has been with the Rocky Mountain Energy Co. in Broomfield, Colo., since 1979.

Mr. Casey was born in Denver on December 15, 1944. He graduated as an engineer from the Colorado School of Mines in 1969. He is a member of the American Institute of Mining Engineers and the Colorado Mining Association. Mr. Casey is married to the former Beverly Davis; they have two sons and two daughters.

* * *

Norway

Mark Evans Austad was ambassador to Finland, 1975–77. He has been active in radio and television since 1941.

After serving as missionary of the Church of the Latter Day Saints in Norway, 1936–39, Mr. Austad became an announcer with radio station KSL in Salt Lake City. From 1945 to 1950 he was a commentator, newsman and broadcaster with station WWDC in Washington. He then became a commentator and "morning man" with WTOP-CBS, also in Washington.

From 1960 to 1975, when he was appointed envoy to Helsinki, Mr.

Mr. Forsberg

Mr. Cutler

Austad was vice president for public affairs, Metromedia, Inc., in Washington. He returned to his former position with Metromedia after completing his tour in Finland.

Over the years Mr. Austad has hosted his own television program, "The Mark Evans Show"; served as a lecturer and master of ceremonies for many civic and service organizations in the United States; and as a lecturer for the National Geographic Society in Washington.

He also was the alternate U.S. representative to the 28th session of the UN General Assembly, in 1973, and honorary consul in Arizona for Finland, 1978. He was an anchorman on a documentary on pollution called "1985."

Mr. Austad was born in Ogden, Ut., on April 1, 1917. He received a certificate from Weber State College in 1940, then served in the Army, 1941–45. He has won many awards, including the Order of Lion and White Rose from the Government of Finland.

He is married to the former Lola Brown; they have three daughters.

* * *

Sri Lanka, Maldives

John Hathaway Reed was the U.S. ambassador to Colombo and Malé from 1976 to 1977. During his career in government, he also was a representative in the Maine Legislature, 1955–57; a state senator and, later, president of the senate, 1957–59; governor of Maine, 1960–66; and member of the board, then chairman, of the National Transportation Safety Board, 1967–75.

Mr. Reed also has served as officer, director and stockholder of Reed Farms, Inc., Fort Fairfield, Me., 1946–59, and director of government relations, Associated Builders and Contractors, Inc., in Washington, since 1978.

Born in Fort Fairfield on January 5, 1921, he received a bachelor's from the University of Maine in 1942. He also has honorary doctorates from that university and Ricker College. From 1942 to 1946 he was a lieutenant in the Navy. Mr. Reed is married to the former Cora Davison; they have two daughters.

* * *

Sweden

Franklin S. Forsberg was a publisher of magazines and books for more than 35 years. He held that position with Street & Smith Publications, 1937–42; Forsberg & Church, 1946–48; Liberty magazine, 1948–50; Fosberg, Merritt, Harrity & Church, 1950–55; the Popular Mechanics Publishing Co., 1955–59; and Holt, Rinehart & Winston, 1959–72. He also was a consultant at some of these firms. In 1973 he was appointed by the President as a member of the Air Quality Advisory Board.

Mr. Forsberg was born in Salt Lake City on October 21, 1905. He received a bachelor's from the University of Utah in 1930, and a master's in business administration from New York University in 1931. He was a faculty member at Pace College and New York University until 1937. From 1942 to 1946 he was a colonel in the Army.

Mr. Forsberg is married to the former Ann Rountree; they have two sons and a daughter.

* * *

Tunisia

William Leon Cutler, who joined the Foreign Service in 1956, was the U.S. ambassador to the Republic of Zaire, 1975–79. He was appointed to the class of career minister in the Senior Foreign Service last year. Mr. Cutler has held assignments as consular officer in Yaounde, 1957–59; foreign affairs officer in the Department's Executive Secretariat, 1959–61; and staff assistant to the Secretary, 1961–62.

He later was political officer in Algiers, 1962–65; principal officer in Tabriz, 1965–67, then political officer in Seoul, 1967–69, and Saigon, 1969–71. Mr. Cutler returned to the Department in 1971 to become an international relations officer. From 1973 to 1974, he was a member of the senior seminar at the Foreign Service Institute. Following his studies, he was designated country director for central African affairs, serving in that position until he was tapped as envoy to Zaire.

Mr. Cutler was born in Boston on November 25, 1931. He received a bachelor's from Wesleyan University in 1953, and a master's from the Fletcher School of Law and Diplomacy in 1954. From 1954 to 1956 he served in the Army. Mr. Cutler is a member of the American Foreign Service Association and the Council on Foreign Relations. He is married to the former Isabel Kugel Brookfield; they have two sons and a daughter. ☐

Ex-Interior official for Pacific talks

Fred M. Zeder II, a former director of the Office of Territorial Affairs in the Department of the Interior, and since 1978 president of Paradise Cruise, Ltd., in Honolulu, has been appointed President Regan's personal representative to conduct negotiations on the future political status of the Trust Territory of the Pacific Islands. He was nominated by the President for the rank of ambassador.

Mr. Zeder was a pilot with the Air Force during World War II, and served in the Air Force Reserves as a major, 1945–56. He was president of the Detroit and Los Angeles firm of Zeder Talbott, Inc., 1946–50; vice president, McCann Erickson, Inc., New York, 1950–56; vice president, Kudner Advertising, Inc., New York, 1956–57; president, Chrysler Zeder, Inc., New York, 1956; board member, Hydrometals, Inc., New

York, 1958–59, then president and chairman in New York and Dallas, 1959–75. He is president of Paradise Holdings Corp. in Honolulu.

Mr. Zeder was born in South Orange, N.J., on March 14, 1921. He graduated from Detroit University School in 1939. He attended the University of Michigan School of Engineering, 1939–41; and the University of California at Los Angeles, 1945–47. He received a doctorate from Northwood Institute in 1976. Mr. Zeder was decorated by the Military Order of Malta and holds the rank of knight. He is a member of the Union League Club of New York, the Capitol Hill Club of Washington, and the Waialae Country Club of Honolulu. He is a member of the Sovereign Military Order of Malta.

Mr. Zeder is married to the former Martha Irene Blood; they have two sons and three daughters. ☐

Reagan chooses 3 as career ambassadors

Mr. Stoessel

Mr. Atherton

Mr. Hummel

President Reagan has named three veteran U.S. diplomats to the rank of career ambassador—the highest in the Senior Foreign Service. The nominations were confirmed by the Senate on December 10. Chosen by the President:

- Walter J. Stoessel, under secretary for political affairs. Mr. Stoessel has also served as assistant secretary for European affairs, 1965–68; and as ambassador to Poland, 1968–72; the Soviet Union, 1974–76; and West Germany, 1976–81.
- Alfred L. Atherton Jr., ambassador to Egypt. Mr. Atherton was assistant secretary for Near Eastern and South Asian affairs, 1974–78, and ambassador-at-large, 1978–79, before he was named to the Cairo post.
- Arthur W. Hummel Jr., envoy to the People's Republic of China. Mr. Hummel was ambassador to Burma, 1968–72; Ethiopia, 1975–76; and Pakistan, 1977–81. He was assistant secretary for East Asian and Pacific affairs, 1976–77.

Only 22 men and women have held the career ambassador rank. The last to be nominated to it, in 1969, were Walworth Barbour, Winthrop G. Brown, C. Burke Elbrick and Edwin M. Martin. The last active career ambassador was U. Alexis Johnson, who retired in 1977.

Reagan names Nitze for nuclear talks

President Reagan has nominated Paul Henry Nitze, a former deputy secretary of defense, and a Washington consultant since 1974, as head of the U.S. delegation to the intermediate-range nuclear force negotiations with the Soviet Union. Mr. Nitze would have the rank of ambassador.

Mr. Nitze

During his long career in public service, Mr. Nitze served as coordinator of inter-American affairs in the State Department, 1941–42; chief of bureau, Board of Economic Warfare, 1942–43; director of bureau, Foreign Economic Administration, 1943–44; and vice chairman, U.S. Strategic Bombing Survey, 1944–46. From 1946 to 1953, he was director of the Department's Policy Planning Staff.

Mr. Nitze later was assistant secretary of defense for international security affairs, 1961–63; and Secretary of the Navy, 1963–67. After serving in the No. 2 position in the Department of Defense, he became a member of the U.S. delegation to the strategic arms limitation talks (SALT), serving until 1974. He then became a self-employed consultant.

Earlier in his career Mr. Nitze was vice president, Dillon, Read & Co., in New York, 1928–38, and again from 1939 to 1940; president of P.H. Nitze & Co., also in New York, 1938–39; and president, Foreign Service Educational Foundation, 1953–61. Mr. Nitze has won the U.S. Medal for Merit, 1946, and the Department of Defense Medal for Distinguished Public Service—in 1973 and 1977. He is the author of "U.S. Foreign Policy, 1945-55," and of many articles.

Mr. Nitze was born in Amherst, Mass., on January 26, 1907. He received a bachelor's, cum laude, from Harvard in 1928. He is married to the former Phyllis Pratt; they have two sons and two daughters. ■

Dorrance cited by Air Force

John C. Dorrance, a Foreign Service inspector, has been awarded an Air Force decoration for his work as political adviser to the commander of the U.S. air forces in Europe. ☐

Visa line esoterica

By Robert M. Fouche *

Omnipotence

Am I St.Peter or some diety?
Guarding the gates to Paradise,
That "they" should enter or not,
As I may decree,
According to some clever device
(i.e., The Act, 214b, or 221g, as it were).
Please make your confession, sir!
And as you render supplication,
Be sure to sign your application! □

Bona fides

With deceptive smile
She promised to return,
And all the while I waited, trusted,
A lesson to be learned.

For believing, I let her go.
"Be back at three!" she smiled.
Ah, trust unrequited,
Ah, hope beguiled.

And three had passed,
And time, unmeasured, much beyond!
Until at last, the letter came,
So official, her engagement proclaimed,
She'd decided to remain!

From three o'clock death do us part,
But by "245," she'd changed her heart! □

* * *

The illegals

My finger's firmly in the dike
To halt this trickle's flowing,
While elsewhere on the Rio Grande,
The southern gusts are blowing,
And spreading floods all o'er my land
That never can recede,
So why persist in mindless tasks,
so hopeless to succeed?
Breasts are beat and voices bleat
In specious protestation,
My finger's weak, but weaker still
My former motivation,
If no one cares, why not withdraw
In humble resignation?

No, my duty's clear, at post remain,
My task for consummation,
While to my rear the floods roar by
In total inundation. ■

** Mr. Fouche, who is at the Sinai Field Mission, formerly handled consular affairs in Abidjan and Seville. He was the author of "Dickens' 'Christmas Carol'—Revised, Edited and Cleared," in the December issue.*

Home Leave

A guide to survival in Washington

'Pleading diplomatic insanity falls on deaf ears'

BY JAMES ALEXANDER SMITH

The author of this public-service prose is chief of the consular section at the U.S. embassy in Portugal. It first appeared in the Tejo Talk, the post newsletter.

EIGHTEEN YEARS amongst the minarets and amebiasis is a long time. "Let's go home," said the roommate. "Why not?" said I. Well, there we were and, for the benefit of those dedicated colleagues still toiling out here from Place Pombal to the River Kwai, some up-to-the-minute impressions:

Housing

The basic requirements for success in this field is to combine the stamina and deportment of John McEnroe with the financial resources of a Rothschild. Like vultures swooping across the Serengeti Plain, Washington realtors are rapacious and unrelenting. Be it a kennel in McLean or a tool shed in Bethesda, someone has it listed at 72 thou. Local bankers are lobbying for an automatic cost-of-living increase in the mortgage rates. This is a good thing. It spurs flagging interest in one's employment.

Mr. Smith

Reasonably priced, simple shelter with optional roof is rumored to be obtainable in the planned communities of Reston, Va., and Columbia, Md.—two areas uncharted by Lewis and Clark. VA loans are available to subsidize the cost of commuting.

When all else fails and, provided you can smuggle the spouse and offspring past the bored, yet hawk-eyed guards, try squatting in the National Gallery. A bit drafty, but a superb setting for those welcome-home cocktail parties.

Getting around

Washington, like Hades, is encircled by an outer ring. It is called the Capital Beltway. If nothing else, it has had great impact on the ecology and the nesting habits of The Establishment. Temperatures are invariably described at 15 degrees lower or higher (whichever is more uncomfortable), mere inches beyond its compass, and to reside on the leeward side is to commit social Seppuku. Although it goes nowhere, the Capital Beltway is a triumphant realization of its designer's objective: it keeps traffic away from the Pentagon.

Of interest to the occult minded: a woman, now middle-aged, has been endlessly circumnavigating the Beltway since 1967. Known as the Flying Dutch Person, it is imperative, when her fog-shrouded Edsel looms past, to pitch a hot pastrami on rye into the back seat. Those who scoff are instantly struck with severe hangnails. Her ultimate destination is believed to be Brigadoon, Va. The exit to this hamlet is unobstructed only once each century.

Le Metro

Zowie, gang! Be the first to ride the new subway, the ultimate trip! Recapture the glamour and excitement of the maiden voyage of the S.S. Titanic in a with-it, "Star-Wars" setting. The dramatic theme is mankind's valiant, but losing, battle against a malevolent and malfunctioning technology.

Comic relief is provided by banks of ticket machines flashing "see attendant" (you should be so lucky) as they convert five-dollar bills into 100 nickels. A laugh riot—turnstiles, bleeping like so many lovable, little R2–D2s, reject one's farecard as their gaily colored gates, electronically triggered, deliver a crushing blow to the groin.

Melodrama takes the form of flooding tunnels, Everest-like ascents up stalled escalators ("Because, god dammit, it's *there,* Ten-sing") and that final, futile dash as the last bus to Bowie roars from the terminal.

For the connoisseur, all else is but prelude to the exhilaration of Metro's moment of truth: *Le Faux Pas de Flambant.* This magnificent movement can only be executed by the most experienced of veteran conductors. It consists of locking the brakes long enough to ignite them, but just short of knocking the passengers to their knees and derailing the train. The doors are then thrown open to permit the panic-stricken to rush headlong onto a platform eerily diffused with choking, electric blue smoke. Whilst the last chorus of "Nearer My God To Thee" reverberates through the tunnels, a 15-minute interlude follows, to permit an unintelligible, yet strangely soothing, announcement to be broadcast.

The system has already made medical history with the advent of Metrophiliaxis—a malady rapidly approaching epidemic proportions. The symptoms include (but are not limited to): uncontrollable rage, hysterical tears, gut-wrenching panic, vertigo, enuresis and apoplexy. Dr. Salk is optimistic that a vaccine can be developed from quail's eggs by the end of the decade.

The office (should you reach it)

Whatever your race, creed, color, sex or GS-rating, there is an injustice being perpetrated against you! Join an appropriate group—there are hundreds to choose from—and right these atrocities. Those typewriters and Xerox machines are there to keep the membership informed. Organize!

The Casbah

Let's hear it for American technology! The coin-operated pornography keeps 14th Street more joyously sleazy than Istanbul. Where else in the Free World is a topless shoeshine available? Provided, or course, you do not object to removing your shirt in front of someone to whom you have most casually been introduced. En route to those White House tours, be sure to blindfold Aunt Agatha and the kids. This area is far more Graphic than National Geo.

Law and customs regulations

Do not, under any circumstances, be apprehended on the wrong side of the Potomac with a jug purchased in the District. This is the sole remaining offense still punishable by public garroting. Pleading diplomatic insanity falls on deaf ears.

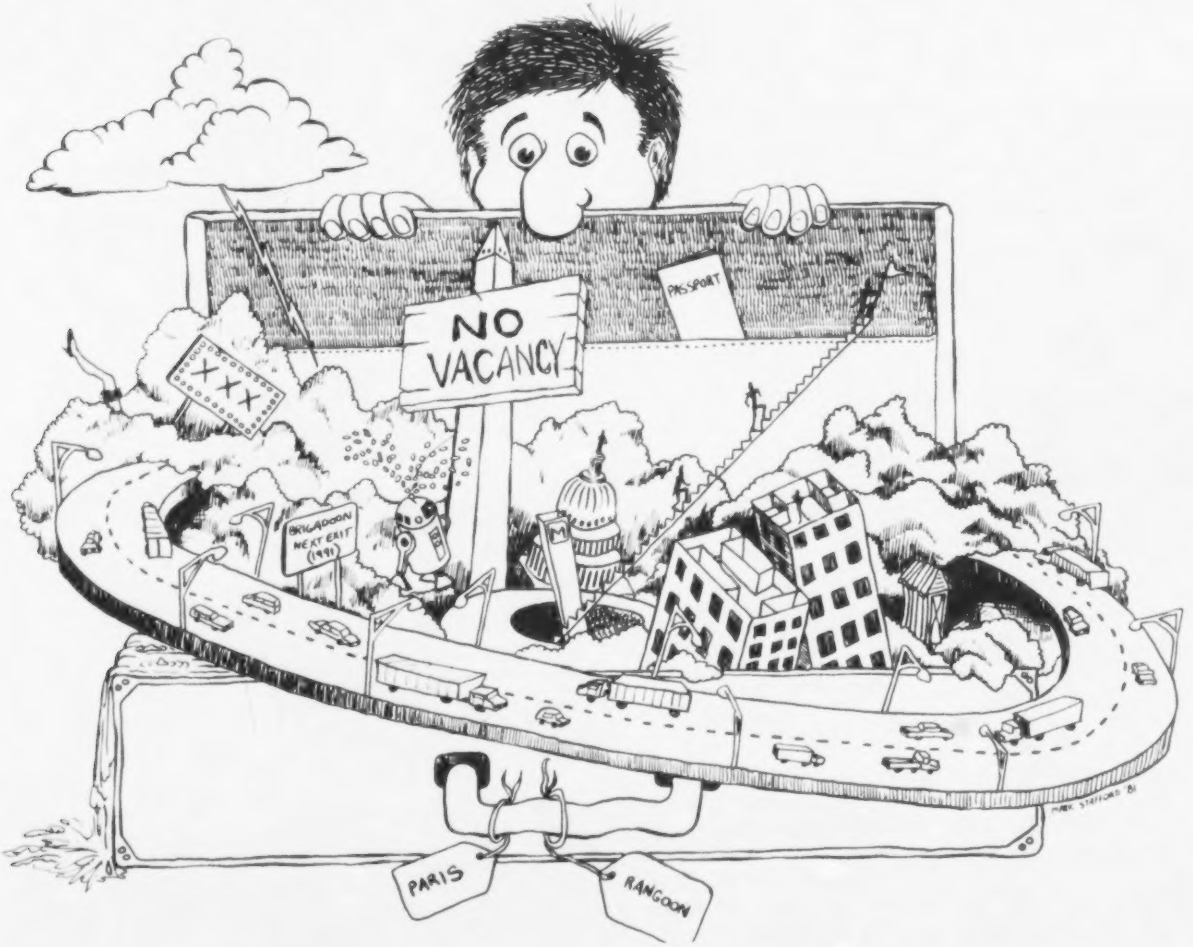
Culture

See previous heading, "The Casbah," and highlights of last week's Redskins game.

Climate

Chilly to Republican. If overcast, there is a 60% chance of traffic jamming. A very high front has moved in from California. Both the cherry blossoms and ground hogs were a little late this year. Or was it early?

August, however, promises to rival Rangoon in intensity. God, I wish it were Friday. ■



Best Photos of 1981

OUR SERMON for this month consists of these photographs which, as the cliche has it, are worth 100,000 words (1 good picture = 10,000 words). All of these photographs appeared in STATE over the course of the year. So did a lot of words, but our prose, we assure you, is perishable.

MARCH—Home at last, the freed Americans salute as military bands play "America the Beautiful." Front row, from left: *Joseph Hall*, Colonel *Leland Holland*, *Rick Kupke*, *Steve Lauterbach*. Second row: *Robert Blucker*, *John Limbert*, *Jerry Miele*, *Robert Ode*, Lt. Commander *Robert Engleman*. Behind Mr. Limbert is *Bill Royer*, and behind Mr. Blucker is *Barry Rosen*. *(Photo by Walter Booze, Visual Services)*

u Brought
Together

MARCH—Part of the crowd that greeted former hostages as they rode in motorcade to West Point. *(Photo by Donna Gigliotti)*

MARCH—At Department's C Street entrance, employees greet former hostages. At right is *Robert Ode*, a former hostage. *(Photo by Donna Gigliotti)*

MARCH—In Recife, Brazil, *Jewell Fenzi*, wife of principal officer *Guido C. Fenzi*, unties yellow ribbon from tree in the consulate garden. Others are *Linda El-Deir*, second from left, and *Carmen Ramos*.

MARCH—They're not supposed to, but a few West Point cadets can't resist breaking into smiles as they salute our former hostages. *(Photo by Donna Gigliotti)*

HOME AT LAST

APRIL—*Billie Joann (BJ) D'Urso*, personnel assistant in the Executive Office, Office of the Secretary, is also an aerobic dancing instructor. *(Photo by Robert E. Kaiser, Visual Services)*

DECEMBER—*Christian A. Chapman*, charge d'affaires in Paris, crouches in front of his car to show policemen how he had foiled an assassin. *(AP Wirephoto)*

DECEMBER—Sledding near Geneva are special projects officer *Fru Tooraen*, left, and Foreign Service national employees *Renee Pfaeffli*, center, and *Caroline Pibouleau*. *(Photo by ICA)*

DECEMBER—Ambassador *Faith Ryan Whittlesey* presents her credentials to the president of the Swiss Confederation, *Kurt Furgler*, right. Foreign Minister *Pierre Aubert* is on left.

GOVERNOR
RAY
Iowa

APRIL—Foreign Service officer *Ken Quinn* (he with the long arm under the man's chin) immobilizes egg-thrower who invades political meeting in the Midwest, where Mr. Quinn was on a Pearson assignment. Governor *Robert D. Ray* of Iowa is seated at lower left, and Governor *Jerry Brown* of California is looking up from lower right. *(AP Wirephoto)* ■

Grievance Actions

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE *editorial staff.*

Partial merit in twofold grievance

G-007—The grievant alleged that his career advancement had been impeded by his agency's failure to remove documents from his career development file, and by remarks made in a later OER (officer evaluation report), which he felt were "inaccurate, erroneous, and falsely prejudicial." The grievant accidentally discovered the documents in his file, although they had been ordered removed as a result of a previous grievance.

The agency found "only partial merit" in the grievance. It admitted that the documents were improperly retained in the career development file and ordered their removal. It did not agree that the remarks in the OER should be removed. The agency gave the grievant the option of having his rebuttal remarks in the OER removed because they might be misunderstood by selection boards. It denied his request for a retroactive promotion and an extension in time-in-class, pointing out that the Foreign Service Act of 1980 gave him two more years than he had requested.

The board did not find merit in the grievant's request for a retroactive promotion. While there was no question of the agency's negligence in not removing the papers from the career development file, it did not find evidence that the existence of the documents in the file had damaged the grievant's assignment or promotion possibilities.

The board ordered that all copies of the grievance-related documents be held solely in the agency's grievance section, in a separate file and not in any other files or records. The board also directed the agency to insure that all references to the grievant's former grievance be removed from the career development file.

The board was not persuaded that the protested remarks in the OER were inaccurate or falsely prejudicial. It understood from the rating instructions that the rating officer was required to single out areas where the rated officer could concentrate his efforts to improve. The board noted that the reviewing officer agreed with the rating, which was, overall, "Excellent." The board directed that the grievant's rebuttal remarks be removed, if the grievant so desired.

The board concurred with the agency that there was no need for an extension of time-in-class. It also considered the agency's decision to obliterate the numerical rankings for the years covered by the previous grievance a sufficient remedy on that aspect of the grievance. ☐

Case turns on use of words

G-010—The grievant claimed that the agency incorrectly interpreted its regulations in determining the class and step at which it reappointed him to the Foreign Service. He argued that the terms "rate" and "step" are interchangeable. Therefore, he should have been reappointed at the exact rate, i.e., class and step, he had attained when he left the Service. He requested this be done on a retroactive basis.

The agency acknowledged the confusion in the terminology, but contended that, when the full regulations concerning the reappointment of individuals to the Foreign Service were applied, it was then clear that "rate" meant earnings in dollars and cents.

The board determined that, although there was some support for the grievant's argument, the agency's interpretation of the regulations applicable to his case was correct. Further, the board found no evidence that the agency acted in an arbitrary or capricious manner in arriving at its decision, or that it had been inconsistent in the handling of this case as compared with others. The grievance was denied. ☐

Agency's delay gives grievant relief

G-018—The grievant protested a bill he had received for excess weight, in connection with a shipment of his household effects. He explained the financial detriment he was being asked to suffer as a result of alleged agency error in not tendering that bill until some three years after the shipment was made. He asserted that, had he received the bill in a timely manner, he could have factored in the excess weight costs when he subsequently sold major appliances that had been a part of the overweight shipment.

He understood that regulations forbade any profit-making on items imported duty-free, but transportation and interest charges paid could have been included as part of the cost of the items and, therefore, would have been recoverable had he known of the agency's overweight charge earlier.

The agency asked the general counsel of the General Accounting Office for an advisory opinion, stating that it believed the grievance to be "meritorious," but that it lacked authority to grant the relief sought.

The formal view of the general counsel was that, in matters involving excess weights of household effects and resulting costs, the determination was primarily the responsibility of the administrative agency, and ordinarily "will not be questioned in the absence of evidence showing such determination to be clearly in error." The agency concluded that this opinion gave it no authority to grant the grievant relief and, therefore, denied the grievance.

The board noted that the agency had made it clear that it considered the grievance had merit. From the record before it, the board concluded that, but for administrative error, the grievant would not be in his situation. Had there been no error, and upon receiving an early notification that the agency considered he had an overweight which he must pay, he could readily have paid for the overweight and, when he sold the goods, could have added transportation costs to the sales price. By waiting so long, the agency had deprived the grievant of any chance to recoup the costs of the overweight. Therefore, the board directed that the agency's decision to seek payment of the overweight charges should be revoked. ☐

Lower grade is held justified

G-019—Soon after his voluntary retirement from the Foreign Service, the grievant applied for reemployment with the agency. He claims that the agency took advantage of his desire to return to work by hiring him on terms that were contrary to the agency's regulations. He requests that, in accordance with the regulations, he be given the grade and step he had attained at the time of his voluntary retirement, retroactive to the date of his reemployment.

The agency contends that, from the first contact it had with the grievant concerning reemployment, he was advised that the agency was not hiring at the grade level he had previously held and that the grievant understood this. The grievant then offered to "negotiate" the grade and freely accepted the agency's offer at a lower grade.

The board determined that the grievance was without merit. It pointed out that the agency was under no obligation to hire the grievant; that the agency was not hiring in the grievant's specialty at a higher grade level, and, therefore, the grievant would not have been hired had he insisted on the higher grade. With knowledge of these facts, the grievant's acceptance of the lower grade was viewed as a de facto waiver of the regulations. ☐

Charge on overweight shipment sustained

016—The grievant complained that the weight of his household effects had been overstated, and that an employee of the post had told him he could get the figure reduced by making a payment to him and the packer. The employee contended that he had merely told the grievant the weight could be reduced by removing items, but that it would be necessary to pay the packer for this. The grievant requested that the effects be brought back to post and reweighed. The post refused, since the effects were already at the exit port, but offered to have them reweighed there by the consulate under supervision of an officer of the consulate. This was done, and the weight was found to be higher than that recorded by the post. The grievant implied that employees at the consulate were trying to protect those who had weighed the effects at the post, and questioned the extent of supervision of the reweighing by the consular officer. The grievant had the effects reweighed at the post of destination, which found a lower weight but appeared to have done a careless job, converting one item from 10.8 to 1.08 pounds, for example.

The grievant also complained of overweighing at a previous post, and made unsubstantiated allegations that the post was notorious for this. To support this allegation, he added only that the employee in charge of shipping had been found to have wealth which could not be accounted for by his income.

The board found that the grievant had failed to establish that his effects had been overweighed. ☐

Grievant retires, gets benefits

G-037—The grievant, a former officer who had served under a limited tenure appointment, had sought conversion to an unlimited appointment. The agency twice denied conversion on the grounds that: (1) the grievant had not served with the agency for the required time immediately prior to his application for conversion, as he had been seconded to an international organization; and (2) there was no position open in his specialty. The board had recommended in an earlier grievance that the grievant's limited appointment be extended for the time required to make him eligible for conversion. The agency, however, terminated him almost three years earlier than recommended, on the grounds that no position was available in his specialty.

The new grievance was settled when the agency agreed to rescind the termination, effect the requested conversion and permit the grievant to retire with the benefits he would be entitled to as a result of conversion, subject to the grievance board's concurrence. The grievant agreed to retire and to withdraw permanently all other complaints raised by the grievance. The board concurred in and recommended implementation of the settlement reached by the parties. ☐

Board finds reports not prejudicial

473—The grievant contended that two inaccurate and falsely prejudicial efficiency reports, as well as a security investigation of his personal conduct, were responsible for his not being promoted or approved for lateral entry. He asked that the two reports be removed from his record, that he be given three retroactive promotions, and that he be granted legal fees.

The agency successfully argued that the grievant had failed to sustain his burden of proving that any portions of the efficiency reports were inaccurate, erroneous or falsely prejudicial. Further, there was no evidence that the investigation had in anyway prejudiced the officers who had prepared these efficiency reports. The agency established through witnesses, who had firsthand knowledge of these efficiency reports, that they were well-balanced reports of the grievant's performance. However, during the course of the hearing, the agency agreed to remove these reports, as well as two other reports written by the same officers. The offer was accepted by the grievant.

The board found no evidence to sustain the grievant's request for retroactive promotions. ☐

FOREIGN SERVICE GRIEVANCE BOARD—AID employee *Elmer G. Fales*, right, is presented a Meritorious Honor Award, on completion of his assignment to the staff of the Foreign Service Grievance Board, by chairman *Richard I. Bloch*.

Grievance upheld, promotion ordered

504—The grievant alleged he had suffered severe career damage resulting from errors committed by his agency in the threshold review process, and from falsely prejudicial documents in his official personnel record, which violated regulations laid down for their preparation. As a result, he requested that his last promotion be made retroactive two years, and that he be given a subsequent promotion retroactively three years later.

Because he had been on home leave, the grievant did not receive an agency notice informing concerned officers they should contribute statements to the threshold review panels prior to scheduled interviews. The statements, along with the interview reports, were to be sent to the Threshold Review Board for final consideration.

The grievant first learned of his scheduled interview on his arrival at the post. An operation, previously scheduled, prevented his attending the interview. The threshold panel chairman, whose responsibility it was to prepare a statement for the Threshold Review Board explaining why the grievant had not been interviewed, failed to do so. While a memo from a member of the Board of Examiners (BEX) mentioned the grievant's inability to appear for the interview, it failed to explain the absence of the statement which was to serve instead of the interview, should the latter not be possible. According to the grievant, the impression left was that he was "negligent, disinterested, and uncooperative."

A careful study by the grievance board of the grievant's performance record and an inspection report of the same period indicated that, had he been aware of the self-evaluation notice, the grievant would have submitted a well-written, thorough, thoughtful and persuasive statement, and would subsequently have been promoted.

The preparation of the grievant's evaluation report in the following year by a person other than his supervisor was found by the grievance board to be a serious violation of regulations, and an invalid document prejudicial to the grievant.

The grievance board reviewed a statement concerning the grievant's potential, prepared by a higher-ranking officer (who retired a month later) for the threshold review the following year, and termed it as "woefully inadequate and of such character as to raise serious questions about the validity of the Foreign Service System." The grievance board found this statement to have further impeded the grievant's career.

After reviewing subsequent evaluations of the grievant, which were uniformly "Excellent," and strong recommendations for promotion, the grievance board recommended that:

(1) the grievant's previous promotion be made retroactive by two years, and that he be awarded appropriate back pay and allowances for the retroactive promotion; and (2) the grievant be promoted again, effective the date of the board's ruling. The board ordered that the faulty evaluation report, sections of a subsequent inspection report, and the defective career potential statement be removed from the grievant's performance file. ☐

Backdated promotion endorsed by board

561 The grievant asserted that an efficiency report written by a Washington-based official, covering his performance as the agency's only representative at post, was in several aspects inaccurate and falsely prejudicial. Given his otherwise excellent record, including a report completed by the ambassador for the same period, he argued that this report accounted for his not being promoted. The agency agreed that the report was flawed and as a remedy, removed certain portions and proposed a two-year extension of his time-in-class.

The grievant rejected the offer as inadequate, arguing in his presentation to the grievance board that after the deletions, the document was still defective and that proper remedy for the damage it caused his career had not been given. He requested that the report be removed in its entirety; that he be given a retroactive promotion; that a more advantageous extension of time-in-class be worked out; and that the agency reimburse him the legal fees he had incurred in the pursuit of his grievance.

The board found that the agency's deletions did not leave an accurate, balanced report and, therefore, ordered its removal. Merit was also found in the grievant's argument that he would have been promoted but for this report in his file. After considering promotion statistics presented by the grievant and the agency, the board recommended his retroactive promotion—to a date three years after that which he requested—with an extension of time-in-class as requested.

The grievant based his request for legal fees on the authority provided by the Back Pay Act of 1966 as amended by the Civil Service Reform Act of 1978. The board determined on the basis of its examination that the payment of legal fees is not mandatory. Section 770(g) of the Civil Service Reform Act provides a clear indication that the awarding of legal fees is discretionary, the standard for which is "in the interest of justice." The two situations which the act cites in connection with this standard are those involving a "prohibited personnel action" and a "case in which the agency's action was clearly without merit." The board determined that neither of these situations was applicable in this grievance, and denied the request for legal fees. ☐

Grievant wins merit promotion case

566—This grievance concerns a Foreign Service employee who competed for assignments and promotions under the Merit Promotion Plan. He alleged that, when he was a candidate for a position vacancy under this plan, the agency violated its procedures by designating a selecting official who was a subordinate of a person against whom the grievant had made allegations of waste and fraud. The grievant claimed that the agency's action in not selecting him for the position vacancy constituted a reprisal for whistle-blowing and, as such, was a prohibited personnel practice under the Civil Service Reform Act of 1978.

The agency argued that the grievant had failed to prove that the selecting official had a reason or purpose strong enough for taking reprisal action against him. The agency submitted that it had not committed a prohibited personnel practice; that the grievant was unable to make an association between the actions of the selecting offical and any official decision made by his supervisor which had affected the grievant; and that the grievance therefore should be denied.

The board found the agency's selection process sufficiently flawed to constitute a prohibited personnel action. At the option of the grievant, the board ordered the agency to give him priority consideration for the next position vacancy at a grade level—which the board specified—for which he was qualified; or that the agency take appropriate action to designate a qualified selecting official from outside the agency to decide which of the candidates should have been selected for the job in issue. ☐

Overweight charges must be paid

572—The grievant contended he should not be required to pay for overweight shipment/storage charges because of the agency's long delay in notifying him of the excess weights.

The board noted that the delay was apparently the fault of the packing and shipping company, and that the agency itself was not informed by the company in a timely manner about the overweight. There was no evidence that the agency was remiss in notifying the grievant as soon as it was informed by the shipping company. The agency also made a good-faith effort to seek ways to give the grievant relief.

The Committee on Exceptions to the Foreign Service Travel Regulations was able to reduce the charges substantially through adjustment between the storage and shipment allowances.

The board found no violation of law, nor any arbitrary, capricious or prejudicial action by the agency in billing the grievant for the remaining overweight charges; therefore, it concluded that there was no basis for ordering the agency to waive the indebtedness. ■

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.

Q.

EASTERN EUROPE

Children of separated parents may now visit the parent who resides abroad. In my case I'm the employee and my two teenagers who reside in the United States with my former wife will be visiting me during the Easter holidays. What if they become ill while they're here?

A.

Your children will have access to post health care facilities when they are visiting you; that is, they may be cared for by the doctor or nurse at your post. However, if they must be hospitalized the post will be unable to guarantee payment of expenses. You, the employee, will be responsible for hospital expenses personally or through your health insurance carrier. Also, the post may not issue medical travel orders for these children should medical evacuation become necessary during the course of their visit. Your children are eligible for "normal health room" services, but other expenditure of post funds is not possible. In reality, these children will be at post without medical clearances; that is, they need not have a physical exam nor a medical clearance granted in order to travel.

Q.

ASIA

I'm now 49 and finished with menopause and, of course, "the pill." Now that I've finished the "change of life" can I stop worrying about developing breast cancer? I'm not taking any hormones of any kind.

A.

There are three groups of women who are at higher risk for getting cancer of the breast and you are now entering one of those groups. That is, women age 50 or more are at higher risk because two-thirds of *all* breast cancers occur among older women. Unfortunately, successfully going through menopause and stopping all hormones is not a signal to relax. Monthly breast self-examinations must continue, as well as regular visits to your physician and, possibly, a breast x-ray examination.

The three groups of women who are at a higher-than-average risk for breast cancer include women over age 50; women whose mother or sisters have had breast cancer, and women who already had cancer in one breast. All of these women must be especially vigilant and active participants in breast cancer screening programs.

Q.

WASHINGTON

The local newspapers announced a new vaccination against hepatitis. Will this now be recommended instead of gamma globulin for people going overseas on assignment?

A.

A new Hepatitis B vaccine has just been licensed but will not be readily available before mid-1982. The expected cost for the required basic series of 3 doses will be between $75 and $120. It is expected that the primary indications for use of this vaccine will be in particular high risk groups for contracting Hepatitis B. This might include health personnel and technical personnel responsible for, or patients, undergoing kidney dialysis; physicians, nurses and other health workers who have an infection risk four times greater than that of the public; Hepatitis B carriers and their sexual partners; and drug addicts.

Hepatitis B seems to be very much less of a threat to overseas personnel and travelers than Hepatitis A. Hepatitis A can be very well protected against by regular routine use of gamma globulin, which will continue to be the primary method of protection against this most common form of hepatitis. State's Office of Medical Services will be working with the Public Health Service and other agencies to formulate indications and recommendations for possible use of Hepatitis B vaccine in selected high-risk Foreign Service personnel. It is unlikely that this vaccine will be routinely administered in the near future.

Q.

AFRICA

What is the difference between a tooth crown and a cap, or are they the same thing?

A.

Our dental consultants say the public generally uses both terms interchangeably. Laymen most often think the "cap" is a full covering for an anterior tooth, while a "crown" is thought to be used mainly on the posterior teeth, the molars and bicuspids. In the profession, the term "cap" is almost never used since all full or three-quarter-full covering restorations are actually "crowns," the preferred term, no matter what materials are utilized in their construction.

Q.

WASHINGTON

Here's an off-the-wall question: If there was only one change to make in your lifestyle, what would be the most

important thing to change in terms of staying healthy and preventing disease?

A.

Avoid cigarettes! Cigarette smoking is the single most important preventable cause of illness and early death. It is expecially risky for pregnant women and their unborn babies. Persons who stop smoking reduce their risk of getting heart disease and cancer. So if you're a cigarette smoker, think twice about lighting that next cigarette. If you choose to continue smoking, try decreasing the number of cigarettes you smoke and switching to a low tar and nicotine brand.☐

Doctor Korcak's health hints

Nutrition and your health

The U.S. Department of Agriculture and the U.S. Department of Health and Human Services have published dietary guidelines for healthy Americans. The following are exerpts from "Nutrition and Your Health."

Health depends on many things, including heredity, lifestyle, personality traits, mental health and attitudes and environment, in addition to diet. Food alone cannot make a person healthy, but good eating habits based on moderation and variety can help keep a person healthy and even improve the health.

The guidelines do not apply for people who need special diets because of diseases or conditions that interfere with normal nutrition. Such people may require special instruction from trained dietitians in consultation with their own physicians.

1. EAT A VARIETY OF FOODS

One way to assure variety and a well-balanced diet is to select foods each day from each of several major groups.

Fruits and vegetables are excellent sources of vitamins, especially vitamins C and A. Whole grain products provide B vitamins, iron and energy. Meats supply protein, fat, iron and other minerals, as well as several vitamins, including thiamine and vitamin B_{12}. Daily products are major sources of calcium and other nutrients.

Healthy persons who eat a wide variety of foods will rarely need to take vitamin or mineral supplements. A few

Shock and electrocution

The following article appeared in the Foreign Service Medical Bulletin:

An ever-present danger exists overseas for shock and electrocution from electrical devices in and around the home. Statistics gathered on electrically-caused injuries and deaths implicate a number of electrical devices as major sources, e.g., "hand" power tools (drills, saws), hair dryers (including curling irons and combs), space heaters, kitchen appliances, etc. Common household items such as extension cords, lamps, TV sets and radios are also reported hazards. Foreign Service families at overseas posts should be particularly cautious in selecting transformers (in all sizes and ratings) which are used to adapt to the local electrical current. Select transformers with safety-tested labels. Large box transformers (the size a child could stand on) with exposed posts, should not be used. Cords with frayed wires are also very dangerous. In order for electrical shock or electrocution to occur, one or more of the following usually happens:

1. There is contact with water by standing on a wet surface and/or not wearing shoes. Wet or sweaty skin increases the risk of electrical shocks.

2. An electrical device is used without being properly grounded.

3. A grounding provision is defeated by removing the third prong on the cord male-plug cap or by adapting a two-prong cap from a three-prong cap.

4. A defect in the electrical device causes a short circuit.

Precautions to remember:

1. Never touch electrical devices when you're wet!

2. Never place an electrical device near a bathtub, shower or sink.

3. Don't use electrical cords that are frayed or without intact insulation.

4. Select electrical devices with a safety tested label such as United Laboratories (UL) in the United States or a similar label in other countries.

Emergency procedures: If someone is accidentally electrocuted and becomes unconscious, first break the electrical connection between the victim and the power sources. If possible, do this by turning off the power, or removing the victim from the voltage source—without endangering yourself, i.e., use a wood board, broom handle or some other nonconducting object. As soon as you can touch the unconscious victim safely, begin cardiopulmonary resuscitation (CPR). Speed is absolutely essential! If you are alone, do not take time to go for help, start CPR immediately!

Burn and fire hazards: Body burns from surface contact with electrical devices or fires caused by electrical devices account for a number of serious injuries and deaths.

Remember: Keep children, pets and clothing away from hot surfaces such as space heaters. Keep at least three feet cleared in all directions around space heaters and *never* place them near drapes, furniture or other flammable materials.

Do *not* use an extension cord unless it is rated for the electrical device being used.

Safety tip: If CPR training is available at your post, join the classes. It could save a life!

important exceptions are women in their childbearing years who may need to take iron supplements; women who are pregnant or who are breast-feeding, and elderly or very inactive people who may eat relatively little food. Infants also have special nutritional needs, and for them the guidelines recommend:

—Breastfeed unless there are special problems.

—Delay other foods until the baby is 3 to 6 months old.

—Do not add salt or sugar to baby's food.

2. MAINTAIN IDEAL WEIGHT

Obesity is associated with high blood pressure, increased levels of blood fats (triglycerides) and cholesterol, and diabetes, which, in turn, are associated with increased risk of heart attacks and strokes.

The guidelines recommend that, if you need to lose weight, do so gradually. A steady loss of one to two pounds a week until you reach the acceptable weight is relatively safe and more likely to be maintained. Avoid crash diets that are severely restricted. Diets containing fewer than 800 calories may be hazardous.

If you wish to lose weight:
—Increase physical activity.
—Eat less fat and fatty foods.
—Eat less sugar and sweets.
—Avoid too much alcohol.

Gradual increase of physical activities like walking or climbing stairs can be very helpful.

3. AVOID TOO MUCH FAT, SATURATED FAT AND CHOLESTEROL

If you have a high blood cholesterol level you have a greater chance of having a heart attack.

—Choose lean meat, fish, poultry, dry beans and peas as protein sources.

—Moderate use of eggs and organ meats, such as liver.

—Limit your intake of butter, cream, hydrogenated margerines, shortenings and coconut oil, and goods made from such products.

—Trim excess fat off meats.

—Broil, bake, or boil rather than fry.

—Read labels carefully to determine both amount and types of fat contained in foods.

4. EAT FOODS WITH ADEQUATE STARCH AND FIBER

The major sources of energy in the average U.S. diet are carbohydrates and fats. If you limit your fat intake, you should increase calories from carbohydrates.

Complex carbohydrate foods such as beans, peas, nuts, seeds, fruits and vegetables, whole grain breads and cereals contain many nutrients, in addition to calories. They are better than simple carbohydrates such as sugars which provide calories but little else in the way of nutrients.

5. AVOID TOO MUCH SUGAR

The major health hazard from eating too much sugar is tooth decay.

—Use less of all sugar, including honey and syrups.

—Eat less of foods containing these sugars such as candy, soft drinks, ice cream, cakes, cookies.

—Select fresh fruits canned without sugar, or with light syrup rather than heavy syrup.

—Read food labels.

6. AVOID TOO MUCH SODIUM

Table salt contains sodium and chloride—both are essential elements. Sodium is present in many beverages and foods, especially in certain processed foods, salty snacks and sandwich meats, as well as in baking powder, baking soda and many medications including many antacids.

The major hazard of excessive sodium is for persons who have high blood pressure. If people with hypertension severely restrict their sodium intakes, their blood pressures will usually fall.

—Learn to enjoy the unsalted flavors of foods.

—Cook with only small amounts of added salt.

—Add little or no salt to food at the table.

—Read food labels carefully to determine the amounts of sodium in processed foods and snacks.

7. IF YOU DRINK ALCOHOL, DO SO IN MODERATION

Alcoholic beverages tend to be high in calories and low in other nutrients. Heavy drinkers may lose their appetites for foods containing essential nutrients. Vitamin and mineral deficiencies occur commonly in heavy drinkers—in part, because of poor intake; but also because alcohol alters the absorption and use of some essential nutrients.

Heavy drinking may cause cirrhosis of the liver and some neurological disorders. Cancer of the throat and neck is much more common in people who drink and smoke than in those who don't.☐

Alcohol Awareness Program

'I'll drink to that (but make mine ginger ale)'

This article by a Foreign Service officer does not, for obvious reasons, carry a byline.

I'm an FSO and an alcoholic. I do not mean that I'm a skid row bum, that I've ever gone on binges, or passed out, or even been thoroughly sloshed. Nor do I consider myself a moral weakling. But I'm an alcoholic all the same. I have that common, but still too-little-understood disease of alcoholism—that compound, tripartite illness which physically is very like an allergy.

This is not a temperance tract. I am not opposed to alcohol—for those who are not alcoholic—not any more than a person with diabetes is "opposed" to sugar—for those who are not diabetic.

I am writing this because I'm convinced that a number of my friends in the Service are alcoholics, too, and I strongly suspect that many more are. In fact, if we follow the national average (and any variation by us is likely to be on the high side) there are about 1,500–2,000 alcoholics in the State-AID-ICA Foreign Service complex (including wives and teenager children).

But how does one know? How does one recognize the disease in oneself? And, particularly, how recognize it in the absence of the extreme antisocial behavior which, to the average person, is the only recognizable sign? It was not easy for me; it's difficult for most people.

Alcohol is a pleasant and socially-useful device, accepted in most circles and almost expected in the Foreign Service. Cocktail parties and receptions are part of our job.

My own story is undramatic, and my awakening gradual. On coming to Washington and entering Government service, I learned to drink—socially and occasionally at first. It was 5 years before I ever drank by myself, 8 before I had more than two, 10 before I added the dinner wine to the cocktails (plus cognac afterwards). It took 15 to reach the nightcap stage, and about 20 before the pre-lunch martini. On special occasions or when disappointments came, I'd add a few more drinks.

One evening, nearly two years ago, I was at home alone. The martinis, the wine, the armagnac had only seemed to add to my depressed feeling (and no wonder, for alcohol is a depressant). Even the first and second nightcaps didn't help. I felt as I frequently did—that I didn't want another drink. Yet as I usually did—I took one. "Maybe it will help me sleep," I thought, "maybe lessen my loneliness, maybe stop the day's worries from nagging." But it didn't.

On some impulse, I called a friend I knew was in AA (Alcoholics Anonymous). I said: "That group of yours must have some trick or pill I can take so I won't have another drink, just for tonight!" There were no tricks. But ice cream and a soft drink did help. Three telephone calls that night and two the next morning from my friend and others in AA only irritated me; I regretted having called in the first place. To get them off my back I went to my first AA meeting that night—and met there two respected Department colleagues plus a general from the Pentagon.

"I'll string along with them for a while," I thought, "even though of course I'm not alcoholic—just to pick up a trick or two to cut down on my drinking." So three or four nights a week for six weeks, I would down the martinis, the wine, the cognac and dutifully allow myself to be dragged to a meeting. Then came the meeting at which, to my surprise and horror, I heard my own voice say: "I'm an alcoholic, too!"

I was also a senior FSO-1 from a good family, a Phi Beta Kappa, with a doctor's degree and a very respectable career—a "seventh floor" officer who frequently went to the Secretary's staff meetings.

But I was also an alcoholic. Yup! What I had heard about the disease, about the lives of those in AA and what had happened to others, had taught me that it was *not primarily how much* I drank. It was *not how often* (some of us were daily drinkers, some periodic). It was *not what* I drank (for one period I had switched to just beer). It was *not passing out* (I never did). It was *what it did to me* when I drank, how it changed me, *and* it was the fact that I couldn't give it up. I was dependent, hooked by a disease. Once that I could get my ego and pride out of the way to admit it and seek help, help came and recovery began.

In the 20 months since I had that last nightcap, my whole life and outlook have changed. Gradually, as I got my head screwed on straight again, the problems that seemed so large were reduced to proper perspective. Gradually, in the words of prayer, I was given the serenity to accept the things I could not change, the courage to change the things I could, and the wisdom to know the difference. I'm finding out who I am and, equally important, that it's all right to be who I am.

I still do not say—and do not have to say—"I won't ever take another drink." I only need say: "I won't drink for the next 24 hours," and go to AA meetings to listen, to learn, to be reminded and encouraged.

Do any of you, my fellow FSOs., think you may have a drinking problem, too? (Like the Department, John Barleycorn is an equal opportunity employer, you know.) Only you—no one else—can decide. There are some questions to ask yourself. They have been distilled (the word is used advisedly) by alcoholics out of years of their own experience.

—Are you drinking more now than last year?

—Have you missed any time from work because of your drinking?

—Have you tried to control your drinking by switching from one alcoholic beverage to another?

—Do you commonly drink alone?

—Do you want a drink "the morning after"?

—Have you ever had a blackout (loss of memory) during your drinking?

—Has drinking caused problems in your home life?

—Are you resentful if someone asks about your drinking?

—Do you drink to escape worries

KATHMANDU, Nepal—*"Lamb Chops,"* the embassy's favorite medical team member, shares a sociable drink with *Maureen Brand*, nurse.

or troubles?

—Do you feel guilty or remorseful after drinking?

—Have you had financial problems because of your drinking?

—Do you envy people who can drink without getting into trouble?

—Do you drink to build up self-confidence?

—Have you failed to keep the promises you have made to yourself about controling or cutting down on your drinking?

—Do you tend to get "extra" drinks at a party because you did not get enough?

—Has drinking caused you to have difficulties sleeping?

—Do you crave a drink at a definite time every day?

—Do you commonly take a drink to fortify yourself before facing an unpleasant situation?

—Do you commonly drink more at a party than you had intended or expected?

—Have you ever felt you could do more with your life if you did not drink?

If you've answered three of these with a "yes," you have alcoholic tendencies and should discuss this matter with someone who is knowledgeable. (If the word "alcoholic" bugs you at first, don't say it. Say you have a drinking problem.)

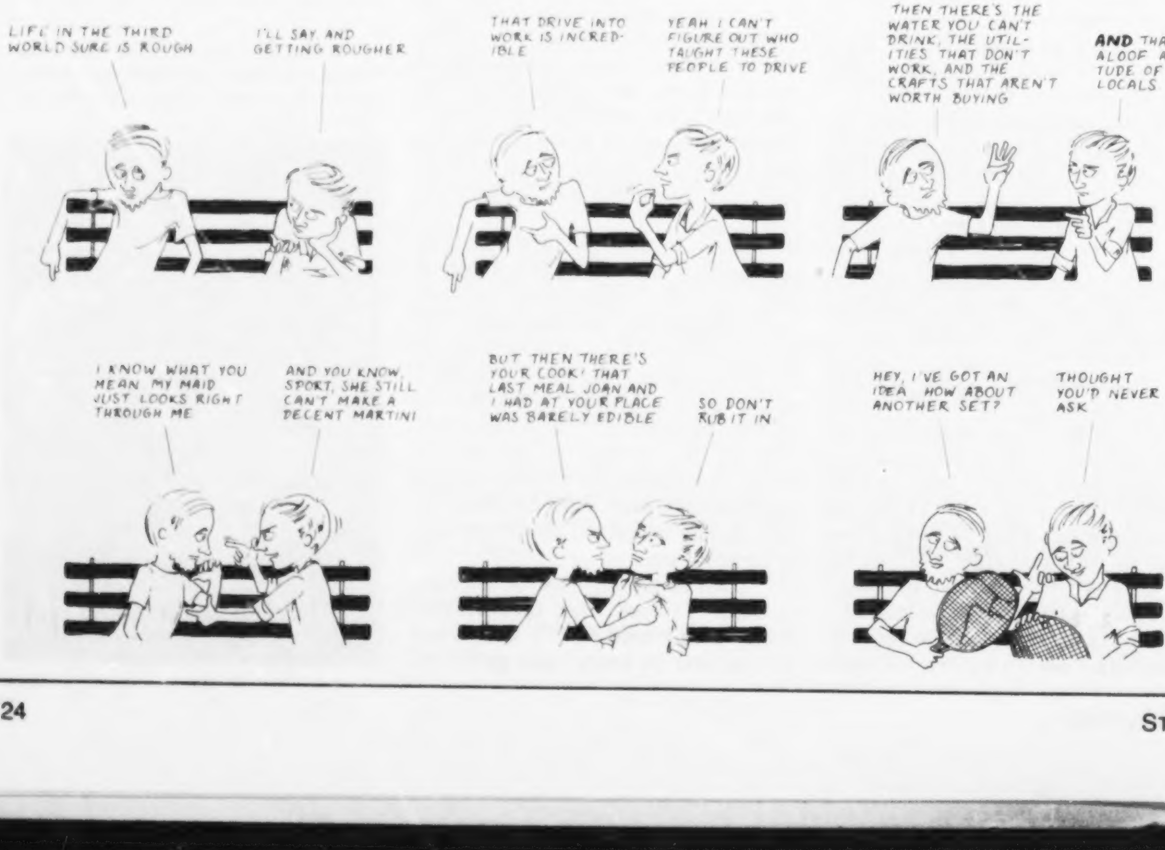
The disease is insidious and baffling and—make no mistake—progressive, and ultimately fatal. If you are alcoholic, the Department, which now takes an enlightened view, will not obstruct your career in any way *if you seek help. But,* believe me, you will ruin your own career and your whole future, if you don't do something about it.

To those of my colleagues—a majority—who can drink socially and moderately without being or becoming alcoholic, I say: "Skol! Salud! Prosit! A votre Sante! Bottoms Up!" I'll drink right along with you! But make mine ginger ale."

For further information, contact the Department of State Alcohol Awareness Program, Washington, D.C. 20520 (telephone 202-632-1843 or 202-632-8804). ■

STATEMENTS

By Cathy A. Carlson


LIFE IN THE THIRD WORLD SURE IS ROUGH
I'LL SAY AND GETTING ROUGHER
THAT DRIVE INTO WORK IS INCREDIBLE
YEAH I CAN'T FIGURE OUT WHO TAUGHT THESE PEOPLE TO DRIVE
THEN THERE'S THE WATER YOU CAN'T DRINK, THE UTILITIES THAT DON'T WORK, AND THE CRAFTS THAT AREN'T WORTH BUYING
AND THAT ALOOF ATTITUDE OF THE LOCALS
I KNOW WHAT YOU MEAN MY MAID JUST LOOKS RIGHT THROUGH ME
AND YOU KNOW, SPORT, SHE STILL CAN'T MAKE A DECENT MARTINI
BUT THEN THERE'S YOUR COOK! THAT LAST MEAL JOAN AND I HAD AT YOUR PLACE WAS BARELY EDIBLE
SO DON'T RUB IT IN
HEY, I'VE GOT AN IDEA HOW ABOUT ANOTHER SET?
THOUGHT YOU'D NEVER ASK

Education and Training

Schedule of courses at Foreign Service Institute

Program	*Feb.*	*Mar.*	*Apr.*	*Length of course*
Administrative training				
Administrative CORE	1	1,29	26	3 weeks
General Services Operations	22	22	19	3 weeks
Personnel Laboratory	—	—	19	2 weeks
Budget and Financial Management	22	22	19	6 weeks
*Coping with Violence Abroad	16	22	19	2 days
**This course used to be available on a walk-in basis. It is now required that you pre-register.*				
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedure	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Advanced Consular Course	22	—	26	3 weeks
Consular Employees' Professional Seminar	1	—	5	2 weeks
Economic and commercial training				
Information Systems Manager Training	—	1	—	3 weeks
Executive development				
Executive Performance Seminar	—	7	—	5 days
Supervisory Studies Seminar	7	—	—	5 days
Executive EEO Seminar	—	30	27	1 day
Political training				
Foreign Affairs Interdepartmental Seminar	—	29	—	2 weeks
Analytic Reporting Skills	—	—	5	2 weeks
Executive-Congressional Relations	—	—	26	1 week
Science Symposium Workshop: "Diplomat and Designer Genes: Foreign Policy Implications of the Biotechnology Revolution"	3	—	—	1 day
Orientation				
Orientation Program for Foreign Service Officers	—	3	28	6½ weeks
Orientation Program for Foreign Service Personnel	—	8	—	5 days
Department Officer Orientation Program	—	8	—	2 days
Foreign Service Secretarial Training	8	15	—	5 days
Departmental Clerical Orientation	15	29	12	4½ days
Clerical workshops				
*The Art of Dictation Workshop	26	—	—	4 hours
*The Art of Machine Transcription Workshop	26	—	—	4 hours
*Telephone Techniques Workshop	—	1	—	4 hours
**Self-paced, instructor monitored*				
Secretarial skills				
Basic Office Skills and Techniques	—	22	—	24 hours
Management Skills Seminar for Secretaries	—	—	26	2½ days (off-site)
Communication skills				
How to Communicate by Letter and Memo	22	—	—	10 days
Reading Development Skills I and II	—	—	12	20 hours
Fundamentals of Writing (for Government)	—	1	—	5 weeks
Speech and Oral Communication	—	—	6	6 weeks
Courses for managers				
Advanced Writing for Senior Managers (formerly Effective Writing in International Affairs)	9	—	—	22 hours
Effective Oral Communication for Managers	—	11	—	5 days
Effective Writing for Managers	—	—	5	5 weeks

—(Continued on next page)

Computer Institute offers courses

The Department of Defense Computer Institute in Washington is offering courses on the application, operation and selection of digital computer systems. They are open to qualified State employees on a space-available basis. Those with a "need to know" will be given priority. The courses are:

Automated Information Systems Management for Senior Executives, three days, for FQ-2, SES/GS-16 and above, March 22-24, May 10-12.

Automated Information Systems Management for Intermediate Executives, two weeks, for FO/FP/3, GS-12, FS-4 and above, March 22-April 2, April 19-30, May 17-28, June 21-July 2, July 26-August 6, August 23-September 3, September 20-October 1.

Managing Automated Information Systems Aquisition, one week, for FO/FP-3, GS-12, FS-4 and above, March 8-12, April 5-9, May 24-28, July 19-23, September 13-17.

Automated Information Systems Project Management, eight days, for FO/FP-3, GS-12, FS-4 and above, March 15-24, April 26-May 5, June 7-16, July 12-21, August 16-25, September 20-29.

Automated Information Systems Concept Development and Design, one week, for FO/FP-3, GS-11, FS-5 and above, March 1-5, April 5-9, May 10-14, June 7-11, July 26-30, August 30-September 3.

Managing Automated Information Systems Resource Protection, one week, for FO/FP-3, GS-12, FS-4 and above, March 8-12, April 5-9, May 3-7, June 14-18, July 19-23, August 16-20, September 27-October 1.

The Privacy Act and the Manager, three days, for FO/FP-3, GS-11, GS-5 and above, March 16-18, April 20-22, June 29-July 1, August 3-5.

Advanced Automated Information Systems Management for Intermediate Executives (formerly ADP Technology Update for Managers), four days, for FO/FP-3, GS-12, FS-4 and above, March 15-18, April 12-15, June 14-17, July 12-15, September 13-16.

Applications and a statement justifying "need to know" should be submitted to the Foreign Service Institute on Forms DS-755 and OF-170 or SF-182, six weeks prior to the beginning of the course. All courses will be given at the Department of Defense Computer Institute, Building 175, on N Street, between 9th and 10th Streets, in the Washington Navy Yard.

For information call the Extension

Studies Program, Office of the Registrar, Foreign Service Institute, 235-8764. ☐

Overseas Briefing Center courses

The Overseas Briefing Center at State Annex 3 in Rosslyn is offering the following programs during 1982:

- "English Teaching," on teaching English as a foreign language, February 8–12, May 17–21 and October 18–22; 9:15 a.m.–1 p.m.
- "Going Overseas," on preparing for overseas assignments, from a personal perspective, February 6, March 6, May 1, June 5, July 10; 10 a.m.–3 p.m. for families; February 17, March 17, April 21, May 19, June 16, July 21; 6–9:30 p.m. for singles and couples.
- "Re-entry," on stresses of returning to the United States after an overseas assignment, March 1 and October 4, 9:15 a.m.–1 p.m. for spouses; October 13 and November 17, 6–9 p.m. for singles and couples; October 23 and November 13, 10 a.m.–3 p.m. for families.
- "Career Counseling," for spouses, March 2–5 and October 5–8, 9:15 a.m.–1 p.m.
- "Community Skills," on the social environment of Government families serving abroad. This program is intended primarily for candidates pre-

Ideas for postage stamps

The Citizens Stamp Advisory Committee of the U.S. Postal Service is seeking suggestions for commemorative stamps to be issued in 1984. Themes must be of "widespread U.S. national appeal and significance." In general, stamps will not be issued that feature living persons. International events of historical significance will be considered on their anniversaries—preferably beginning with 50th year. Suggestions for the stamps may be submitted to the assistant secretary for public affairs, Room 6800. ☐

—(Continued from preceding page)

Area studies and language training

Program	*Feb.*	*Mar.*	*Apr.*	*Length of course*
Area studies				
Africa, Sub-Sahara	22	—	19	2 weeks
Western Europe	22	—	19	2 weeks
People's Republic of China	—	8	—	2 weeks
East Asia	—	—	19	2 weeks
Eastern Europe and USSR	—	—	19	2 weeks
Latin America	22	—	19	2 weeks
Near East and North Africa	22	—	19	2 weeks
South Asia	—	—	19	2 weeks
Southeast Asia	—	—	19	2 weeks
Overseas Briefing Center				
Two-Week Family Workshop	—	8	—	2 weeks
English-Teaching Seminar	8	—	—	1 week
Career Counseling Seminar	—	2	—	4 days
Going Overseas	6,17	6,17	3,21	1 day
Re-Entry Workshop	—	1	—	1 day
The Foreign Service Spouse: Regulations, Allowances, Finances	16,17	—	—	2 days
Language and advanced area courses				
Afrikaans	8	—	—	24 weeks
Arabic (Eastern)	8	—	—	24 weeks
Arabic, Modern Standard (Advanced in Tunis)	8	—	—	12/15 months
Bengali	8	—	—	24 weeks
Chinese (Standard)	8	—	—	24 weeks
Danish	8	—	—	24 weeks
Dari (Afghan Persian)	8	—	—	24 weeks
Dutch	8	—	—	24 weeks
French	8	8	5	20 weeks
German	8	—	5	20 weeks
Greek	8	—	—	24 weeks
Indonesian	8	—	—	32 weeks
Italian	8	—	5	20 weeks
Japanese	8	—	—	24 weeks
Japanese (Advanced in Yokohama)	8	—	—	12/15 months
Norwegian	8	—	—	24 weeks
Pilipino	8	—	—	24 weeks
Polish	8	—	—	24 weeks
Portuguese	8	—	5	24 weeks
Romanian	8	—	—	24 weeks
Russian	8	—	—	24 weeks
Serbo-Croatian	8	—	—	24 weeks
Spanish	8	8	5	20 weeks
Swahili	8	—	—	24 weeks
Swedish	8	—	—	24 weeks
Thai	8	—	—	24 weeks
Turkish	8	—	—	24 weeks
Urdu	8	—	—	24 weeks
Familiarization and short-term (FAST) Courses				
Arabic, Egyptian and Levantine	22	—	—	6 weeks
Chinese	8	—	—	6 weeks
French (Metrop.)	8	8	5	10 weeks
French (Sub-Sah.)	8	8	5	10 weeks
German	8	—	19	10 weeks
Italian	8	—	19	10 weeks
Portuguese (L.A.)	8	—	19	10 weeks
Portuguese (Eur.)	8	—	19	10 weeks
Spanish (Eur.)	8	8	5	10 weeks
Spanish (L.A.)	8	8	5	10 weeks ☐

paring to work in family liaison offices abroad, but it is relevant for any employee or dependent who expects to be involved in community work. It is scheduled for May 24–28 and November 15–19; 9:15 a.m.–3 p.m.

- "Two-Week Seminar," on a variety of subjects related to serving abroad, including foreign policy concerns, American arts, race relations, urban problems. Dates are March 8–19, May 3–14, June 1–11, July 12–23, September 13–24, October 25–November 5; 9:15 a.m.–3 p.m.

For information and registration, contact the Overseas Briefing Center, Room 400 SA–3, 1400 Key Blvd., Arlington, VA, 22209, (703) 235-8784. ☐

You must pre-register for terrorism seminar

Employees and family members interested in attending a two-day seminar on "Coping with Violence Abroad" must pre-register at least 30 days in advance of the seminar. Attendance is mandatory for all employees going overseas who have not attended the seminar since January 1981. The Bureau of Personnel will automatically schedule the seminar for employees who have been notified of an overseas assignment, and for those who are in Washington in connection with a post-to-post transfer or home leave. Those employees should notify Personnel if any of their dependents are to be included in the seminar. Children age 14 and over, who will reside with the parent assigned overseas, are eligible to attend.

The seminars will be held in State Annex 15, in the fourth-floor auditorium, 9:15 a.m.–5 p.m. on February 16–17; March 22–23; April 19–20; May 3–4; and May 10–11. The Department is currently studying the seminar program with the aim of making the information in it more specific and applicable to individual posts. When the study is completed, the seminars for the rest of the year will be scheduled.

For more information, contact the Foreign Service Institute, School of Professional Studies, Administrative Division, 235-3417. ☐

Class on writing for senior managers

"Advanced Writing for Senior Managers," a course on the drafting of briefing papers and technical reports, is being offered by the Foreign Service Institute in February. The 22-hour course was formerly known as "Effective Writing in International Affairs." Classes will be held at State Annex 15 in Rosslyn, February 9-11, 9-12:30 p.m. (group sessions), and from 2-5 p.m. (individual consultations). On February 23, there will be a group follow-up session, 9-noon.

Enrollment is limited to 10 first-come first-served. Foreign Service employees in Grades FO-4 and above, and the Civil Service equivalents, are eligible. Applications on Form DS-755 should be submitted to the institute two weeks prior to the begining of the course. Upon notification of admission, participants will be asked to submit three unclassified job-related writing samples.

The institute is also offering the following courses at State Annex 15:

"Speech and Oral Communications," January 12-February 18, Tuesdays and Thursdays, 1-3:30 p.m.; "Human Relations and Secretarial Office Procedures Workshop," January 11-27, Mondays, Wednesdays and Fridays, 1-4 p.m.; "Shorthand Laboratory," January 12-March 12, Tuesdays through Fridays, 9-noon; "Workshop for Speed and Accuracy" (clerical skills development), January 11-February 5, Mondays through Fridays, 9-11 a.m.

For information, call the Office of the Registrar, 235-8765. ☐

Financial aid for young 'Foreign Service' students

High school juniors and seniors and college undergraduates may apply for merit awards or financial aid grants offered by the American Foreign Service Association. Deadline for applications is February 15.

The students must be members of Foreign Service families who have served or are serving abroad. The awards, based solely on academic excellence, are $500 each. The grants, based on need, range from $200 to $2,000 each. Information and applications may be obtained from Dawn Cuthell, AFSA, 2101 E Street N.W., Washington, D.C. 20037. ■

—*(Continued from Page 1)*

lished in the December magazine. The name given to the ambassador's secretary is inexcusable, and it implies that secretaries are the least pleasant people in the world.

In fact, the entire skit is in bad taste, and it represents the American ambassador as someone no one would want to deal with.

If you can't print material favorable to the Department of State and to its employees in the United States and overseas, why print anything at all?

Sincerely yours,
JOYCE M. WENTZ
International Organization Affairs ☐

Finder no keeper

WASHINGTON

DEAR SIR:

I would like to publicly thank Mr. Al Riley of the State Department Communications Section for his honesty. Mr. Riley retrieved my cashed paycheck that I had dropped in the street. Fortunately, I had written my name on the front of the envelope the money was contained in. He took the time to go through the phone book, locate my phone number, and inform me. The Department of State can be proud to have an employee such as Mr. Riley. I thank him wholeheartedly.

Sincerely,
EILEEN C. FISHER ■

New Directives

Organization and functions

The functional statement has been revised and amended to define more clearly the responsibilities of the Office of the Deputy Assistant Secretary for Information Systems. (TL:ORG–138)

The Communications Programs and Engineering Division (OC/PE) has been reorganized and divided into two divisions: (1) a Planning and Engineering Division, (OC/PE), and (2) a Maintenance and Logistics Division (OC/ML). These new divisions will be under the direct supervision of the deputy assistant secretary for communications. Other changes, including the responsibility for classified information processing systems, are included in the functional statement. (TL:ORG–139)

The functional statement for the Bureau of Politico-Military Affairs has been amended, revised and renumbered to include the establishment of a deputy director for nuclear and technology affairs (PM/NT) and a Technology Transfer Assessment Staff (PM/NT/TTA.) (TL:ORG–140)

FAMC checklist

A checklist of current Foreign Affairs Manual Circulars (FAMCs) as of July 1, 1981, has been issued. This checklist includes the number, issuance date, symbol of the Departmental office that originated the circular, subject of each circular, and the expiration or cancellation date. If the circular has been extended, the extending circular is listed with the original circular, and again following in numerical sequence. (Uniform State/AID/USICA/FAS/ITA issuance) (FAMC No. 81–46)

Personnel

Several sections of 3 FAM 970, "Foreign Language Training," have been amended. Included in this amendment is a new Section 873.5, on monetary payments for proficiency in incentive languages. (Uniform State/AID/USICA/ITA issuance) (FAMC No. 81–30)

New administrative promotion policies and procedures for members of the Foreign Service in Classes FS–5 and below, who are not in the Foreign Service officer career candidate, junior officer, or Mustang programs, have been issued. They replace policies and procedures formerly provided for administrative promotions for career ladder specialists, and for classes FSS–9 and 10, under the former Foreign Service Schedule. These policies and procedures are comparable to those found in the Foreign Service Officer Career Candidate Program.

Procedures are also provided for the temporary deferral by the director general of an administrative promotion of any such member, pending determination of questions of suitability, misconduct, and the like.

Administrative promotions are authorized up to designated ceilings for several new categories of Foreign Service members. The new procedure will operate in conjunction with a new Foreign Service Specialist Career Candidate Program, which will establish tenuring procedures for these categories of personnel. The competition groups established by the precepts for the 1981 selection boards take into account the changes announced in this circular. These policies and procedures are the result of consultation and agreement, under Chapter 10 of the Foreign Service Act of 1980, with the American Foreign Service Association. (FAMC No. 81–48)

The section on basic salary (3 FAM 560.5) has been amended to revise the rules governing the minimum salary increases to which certain members of the Foreign Service are entitled when promoted. (FAMC No. 81–49)

The validity of FAMC No. 42, "Changes in Conditions for Lateral Entry Appointments," dated October 29, 1980, has been extended to October 26, 1982. (FAMC No. 81–53)

Certain portions of 3 FAM 300 concerning the home-service transfer allowance have been amended. (Uniform State/AID/USICA/FAS/Commerce issuance) (FAMC No. 81–54)

Regulations on adverse actions and appeals from adverse actions, issued on February 7, 1975, have been replaced. Changes reflected in these revised regulations are based on amendments to Chapter 75 of Title 5, U.S. Code, as authorized by Section 204a of the Civil Service Reform Act of 1978. Part 752 of Title 5, Code of Federal Regulations, provided the regulations of the Office of Personnel Management for implementing the new statutory provisions. (TL:PER–1097)

A new regulation governing reduction in grade and removal based solely on unacceptable performance has become operational. It is authorized by Section 203(a) of the Civil Service Reform Act of 1978, which amended Chapter 43 (Performance Appraisal) of Title 5, U.S. Code. Part 432 of Title 5, Code of Federal Regulations, provides implementing regulations of the Office of Personnel Management (OPM). (TL:PER–1098).

The validity of FAMC No. 813, "Precepts for the Special Review Board," dated October 10, 1979, has been extended to October 9, 1981. (FAMC No. 81–39)

Competitive written examinations for Foreign Service officer career-candidate appointments in the Department of State, for Foreign Service information officer career-candidates in the International Communication Agency (USICA), and for Foreign Commercial Service officer career-candidates in the Department of Commerce, were announced. Initially, all career candidates will be appointed at Classes 6, 5 or 4. The agencies will use a joint examination system for these entrance-level appointments. Uniform State/USICA/ITA Issuance (FAMC No. 81–43)

The validity of FAMC No. 765 (USICA Circular No. 14D & 14F), "Exemption from Premium Pay of Foreign Service Officers and Foreign Service Information Officers," dated September 29, 1978, has been extended to September 30, 1982. Uniform State/AID/USICA Issuance (FAMC No. 81–44)

The legal and regulatory authorities for payment of a danger-pay allowance have been announced. (Uniform State/AID/USICA/FAS/ITA Issuance) (FAMC No. 81–45)

Financial management

Sections 010 through 020 are revised to reflect the transfer of financial management responsibilities to the comptroller of the Department of State (M/COMP), and to reflect redesignated agency and office titles.

Section 012 is also revised to replace the Foreign Service Act of 1946 with the Foreign Service Act of 1980 as a basic authority. (TL:FIN–263)

New section dividers for 4 FAM Appendix A have been issued to accommodate posts and offices which did not receive the dividers described by TL:FIN–251, dated February 15, 1980, and to correct errors. (TL:FIN–264)

New accounting payroll procedures for the payment of danger pay have been issued. (Uniform State/AID/USICA/FAS/ITA regulations) (TL:FIN–265)

General services

The maximum per diem rates for official travel have been changed for Guam, M.I., and Johnston Atoll. These rates were established by Department of Defense General Civilian Personnel Per Diem Bulletin Nos. 104, effective July 16, 1981, and 105, effective July 24, 1981. (Uniform Foreign Affairs Regulations) (TL:GS–287)

Communications and records

The U.S. Postal Service has determined that the International Communication Agency (USICA) does not have a sufficient volume of mail to warrant a Postal Identification Code. Therefore, USICA will use the Postage and Fees Paid indicia. By using this indicia, USICA will be charged for all USICA-overseas mail sent to the United States for deposit with the U.S. Postal Service. (Uniform State/AID/USICA/FAS/ITA regulations) (TL:CR–115) ■

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Warnock John A., June, p. 7; July, p. 16.
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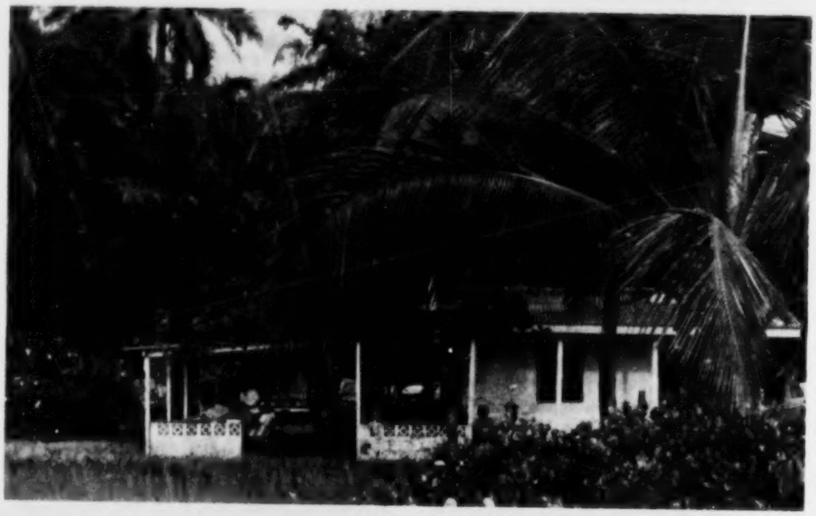
"O.K. Having covered the first issue, let's move on to Page 2."

Post of the Month: Monrovia

IN LIBERIA, on the western bulge of Africa opposite the equator, employees at the U.S. embassy, and their families, enjoy the year-round tropical climate you see pictured here, in this latest installment of our continuing post-of-the-month series.



Beach house at the ambassador's beach is used by American mission personnel, their families and guests.

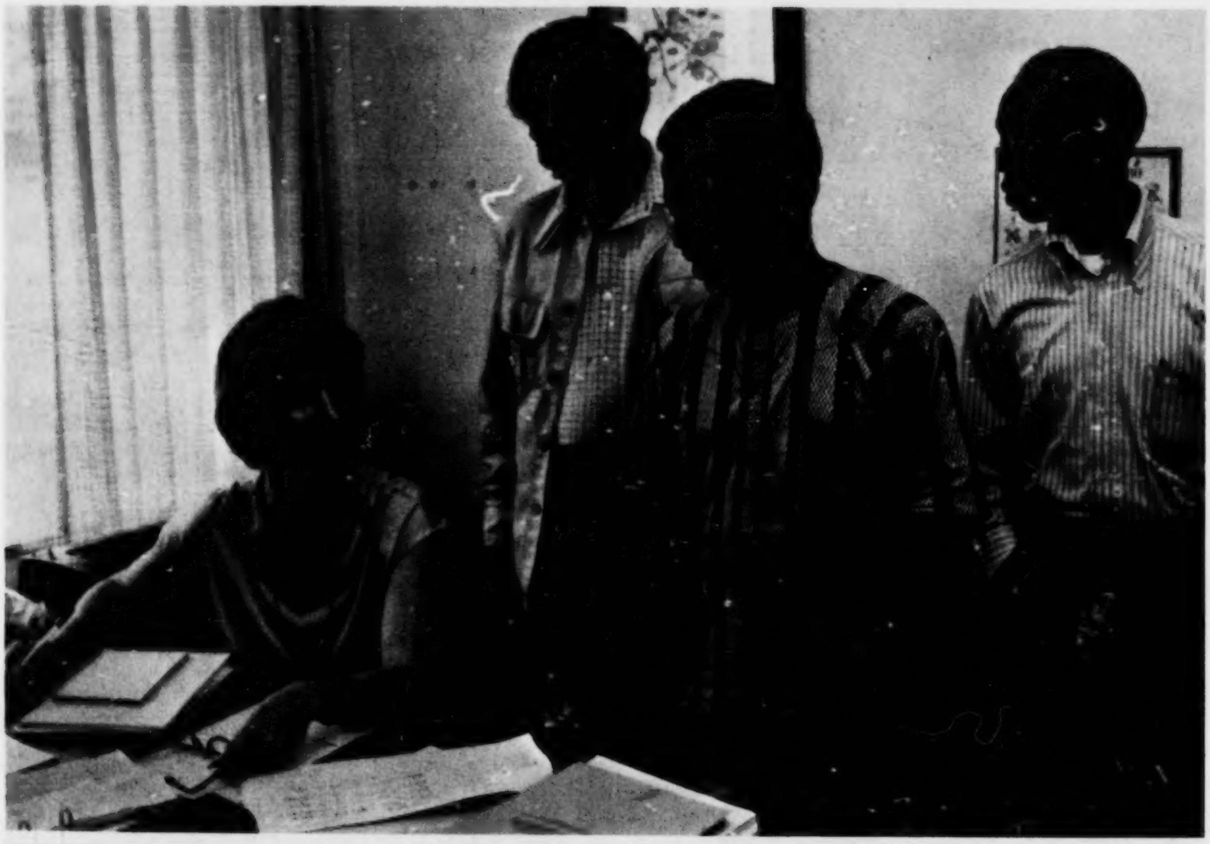
At a beach party are from left, *Rafael Zelaya* and *Byron Botts*, AID, with *Gary Benedict*, area telecommunications office.

Staff members of personnel section are, from left: ***Liv Cartwright, Abraham Kroghi, Anita Booth, Charles Russell, Massa Karneh.***

Moco Harris **plays catcher for the Marine security guard softball team. Umpiring is** ***Bill White,*** **telecommunications office.**

Embassy guards show *Nicky Ronnenberg*, left, and *Theodore Gaughan*, right, how to crack a coconut. The guards are *William Quiah* and behind him, *Charles Gaye*.

Housing coordinator *Charlene Cornelius* with general services employees, from left, *Mark Kangar*, *Charles Lougan*, *Robert Pearce*.



Boarding bus to school are, from left: *Shawna Hopson*, *Noelle Evan*, *Eric Lundi*, *Timothy Hopson*, *Wendy Brown*, *David Brooker*, and *Amir* and *Peter Lampkins*.

Administrative secretary *Karen Moilanen*.

***Robin Purnell*, wife of political officer *Jon Purnell*, at exhibit of her paintings, at ambassador's residence. At right is *Valerie Munday*, an American who works at the University of Liberia. ■**

Diplo-Crostic No. 13

By Carol Becker

Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 12" appeared in the November issue; the solution was in the December STATE.)

1P	2X	3N	4H	▨	5C	6U	7Q	▨	8V	9P	10W	11B	12M	▨	13Q	14F	15E	16R	17O
▨	18M	19I	▨	20J	21H	22W	23G	▨	24F	25D	▨	26O	27U	28L	29P	30S	31G	32X	▨
33Y	34E	35R	36M	▨	37S	38T	39V	40U	41B	▨	42Q	43K	44H	45J	▨	46V	47G	48E	49C
50N	51A	▨	52I	53X	54A	55T	56K	57R	58S	59Y	60U	▨	61H	62G	63U	64X	65Q	66F	67W
68D	69O	70B	▨	71F	72C	▨	73H	74M	75D	76E	▨	77W	78B	▨	79H	80P	81Q	▨	82N
83Q	84A	85B	86Y	▨	87G	88N	▨	89K	90S	91T	92Y	93X	94D	95U	96F	97H	98J	▨	99C
100K	101Z	102O	▨	103T	104O	▨	105L	106I	▨	107C	108M	109A	110Z	▨	111O	112X	113B	114L	115A
116F	▨	117F	118N	▨	119P	120U	121K	122J	123X	124I	125W	126S	127Z	▨	128C	129O	130V	131H	132X
133C	134W	135R	▨	136Y	137C	138T	▨	139L	140F	▨	141B	142Q	143F	144J	▨	145H	146O	▨	147Y
148F	149N	▨	150S	151U	152T	153Y	154V	155Q	156A	157M	158C	159R	160L	▨	161N	162S	163E	164Q	165G
▨	166A	167J	168S	169T	170L	171P	▨	172U	173P	174V	175U	▨	176P	177I	178A	179C	180L	181S	182J
183D	184U	▨	185K	186X	187P	188G	▨	189A	190N	191M	192T	193S	194Z	195D	196X	▨	197R	198L	199A
200V	201X	202G	203S	204K	205Z	206U	207E	▨	208M	209W	210Y	211K	212U	213J	▨	214H	215I	▨	216E
217K	218R	▨	219U	220V	221H	222F	▨	▨	▨	▨	▨	▨	▨	▨	▨	▨	▨	▨	▨

DEFINITIONS	WORDS
A. Storage medium for word processing	54 84 115 178 189 51 166 156 199 109
B. "Sociology is the science with the greatest number of methods and the least ____" (Poincaré)	41 11 78 85 141 113 70
C. Relating to a branch of physics	49 99 107 5 133 179 72 137 158 128
D. Harmony	195 75 94 25 68 183
E. Form in which data are stored	48 163 76 34 216 15 207
F. Equal to ten yen	66 148 140 96 71 24 143 222 117 14 116
G. The most creative stage or period	188 47 23 165 31 62 87 202
H. A procedure that generates a digital representation of a printed character	21 131 79 214 61 145 73 4 44 97 221
I. "Another such victory over the Romans and we are ____" (Pyrrhus)	124 215 52 19 106 177
J. Scottish fishing guides	144 45 167 20 98 122 182 213
K. Referring to exploratory problem-solving techniques	217 56 43 121 89 185 204 100 211
L. Neatness	28 105 170 114 198 180 160 139
M. A set of programs for a computer	18 74 208 157 191 108 12 36
N. "Poetry is the spontaneous ____ of powerful feelings" (Wordsworth)	118 82 149 3 88 50 190 161
O. "____ and beauty have close connections" (E.M. Forster)	69 129 26 104 17 111 146 102
P. Any or either of a set of things	1 173 29 187 80 171 119 9 176
Q. (Verb) To record in order of acquisition	83 13 164 81 42 155 65 142 7
R. Overhauled; corrected	57 218 35 197 16 159 135
S. Selection from "Il Trovatore"	150 90 168 58 126 203 162 30 193 37 181
T. Built a nest	38 152 91 103 55 169 192 138
U. The organizing, storing, and retrieving of information on a computer	95 120 172 206 219 27 151 6 60 212 175 40 63 184
V. The interval during which a computer is malfunctioning	39 154 46 8 200 220 130 174
W. Avoidance	134 10 77 125 67 209 22
X. Making use of both hearing and sight	112 186 64 53 123 93 201 32 132 2 196
Y. Used to send and receive data	147 86 210 153 92 59 136 33
Z. Easily offended; touchy	110 205 194 101 127

American Diplomacy 1782

Idleness and discontent

January 1782

By Jan K. Herman

New Year's is a gloomy holiday for George Washington, away from his troops in Philadelphia. Inaction on all fronts, irregular or nonexistent paydays, and the general feeling that Yorktown was the last battle leads to a serious breakdown in discipline. Neglected soldiers now feel even more so. In the past, it was the officers who quieted the men. Now they are the ones who instigate trouble. Many refuse to obey their superiors, arguing that the war is over, a conclusion the commander-in-chief sarcastically responds to: "[. . . the officers] look upon our Independence as established, and that therefore their quitting the service can be of no public disadvantage. Do they think the remaining force of the enemy is to be crushed by Words or Blows? I should suppose by the former, or they would never have started an Idea not only ridiculous but of dangerous tendency."

In Europe peace overtures by Britain are still confined to private citizens seeking to wean the United States from her French ally. On the 2nd David Hartley, close to the North government, responds to Franklin's letter of last month, neglecting the real issue of independence by attacking the Franco-American alliance ". . .[that] unfortunate union of common cause between America and France which has for the last three years turned aside the wish of the people of England for peace. . . ." If Britain and the "Provinces of North America (he calls them thus to avoid any term denoting dependence or independence) could treat together "free from control by France, let us give the cause of peace a fair trial . . . Give us a truce, with its concomitants; and a little time so given for cooling will have most excellent effects on both sides."

Franklin quickly responds with white-hot anger, telling Hartley that he has been misled by his informants; a separate peace is out of the question. "I remember that you have . . . often urged this on former occasions, and that it always gave me more disgust than my friendship for you permitted me to express. . . . I should be explicit with you and tell you plainly that. . . I believe there is not a man in America, a few English Tories excepted, that would not spurn the thought of deserting a noble and generous friend for the sake of a truce with an unjust and cruel enemy."

Hartley in turn tries to soothe Franklin. Of course, he would not expect America to sign a separate treaty of peace without France's consent. "You have not told me that France would not be disposed to consent to a separate treaty of peace. . . My dear friend, I beg of you not to think either that you can be considered as capable of entertaining, or that I should be capable of suggesting, any unworthy or dishonorable propositions."

In Holland, John Adams takes a dramatic initiative. He travels to The Hague and demands from the States-General a "catagorical answer" to his request for an audience at which to present his credentials. He is cordially received by representatives from the cities of Brille, Gouda, Rotterdam, Leyden, Haarlem, and Dort. However, he senses that "the constitution of government is so complicated and whimsical a thing, and the temper and character of the people so peculiar, that anything could happen." Yet one province, Friesland, does acknowledge American independence and the first burgomaster of Amsterdam predicts that all the other provinces must shortly follow suit. Adams is not so optimistic.

(One of a series)

On the other side of the English Channel, the paroled Lord Cornwallis finally arrives home after being detained by a French privateer. The citizens bear him no ill will for the American disaster nor does his king hold him responsible. Once in London, the general strictly adheres to the conditions of his parole. He refuses to participate in any parliamentary debate discussing the war in America and works to secure his exchange for Henry Laurens. Until such a deal is ratified, the American government may recall the general at any time, a peculiar yet not unthinkable possibility under 18th-century rules of war. ■

Personnel: Civil Service

Promotions

GG-7

Quill, Arthur S., U.S. Mission to the United Nations

GG-11

Howarth, Josette Paule, Foreign Service Institute

GM-14

Engel, Bernard, International Organization Affairs

GS-3

Kegley, Lorie Ann, Visa Operations
Scrimshaw, Robert Dale, Visa Operations
Thompson, Benny M., Consular Affairs
Worthy, Kim Dolores, Passport Office, New York

GS-4

Ader, Grace Ida, Passport Office, Seattle
Clark, Vancella R., Passport Office, Records Branch
Jeter Jr., R. Lee, Executive Secretariat
Millett, Suzette, Bureau of Personnel, Office of Performance Evaluation
Powell, Elaine F., Bureau of Personnel, Records Management Division
Prioleau, Ruby D., Office of the Comptroller, Budget and Planning
Shubrooks, Shell R., International Organization Affairs
West, Kevin F., Communications Center

GS-5

Barnes, Vivian L., Visa Operations
Brown, Jr., Carlton Joe, Office of the Comptroller, Financial Operations
Bryant, Kathy A., Passport Office, Records Branch
Hirshon, Helen T., Foreign Service Institute
Leonard, Shirley L., Office of Security, Technical Services Division
McElhaney, Mamie Y., Indonesian, Malaysian, Burmese and Singapore Affairs
McLain, Kerstin J., International Organization Affairs
Mobley, Kenneth S., Office of the Comptroller, Financial Operations
Ponder, Mary E., Office of Communications, Security Division
Seaborough, Lois, Foreign Affairs Information Management Center
Tambone, Lenore, Public Affairs, Office of Public Programs
Williams, Helen W., Medical Services

GS-6

Bobby, Joanne A., Economic and Business Affairs, Office of Maritime Affairs
Cooper, Karen Marie, Passport Operations, Evaluation and Standards Division
Erby-Wilson, Barbara Jean, Office of Philippines Affairs
Frazier, Tracy L., Consular Affairs
Heitkotter, Karen Rae, Office of International Conferences
Penny, Sandra M., Economic and Business Affairs, International Finance and Development
Taylor, Deborah J., Office of Andean Affairs
Wahab, Eloise L., Passport Office, Records Branch

GS-7

Davis, Angela M., Foreign Affairs Information Management Center
Hooper, Cheryl L., Consular Affairs, Office of Management
Johnston, Pamela D., Office of Iranian Affairs
Lumsden, Susan L., Bureau of Personnel, Office of Management, Records Branch
Mayo, Audrey P., Bureau of Personnel, Office of Foreign Service Nationals
Morrissey, Margaret C., Management Operations
Neary, Florence W., Passport Office, Seattle
Nickles, Julie A., Office of Soviet Affairs
Noonan, Denis P., Inter-American Affairs
Penny, Sandra M., Economic and Business Affairs, International Finance and Development
Street, Clarence E., Foreign Affairs Information Management Center
Williams, Gloria J., International Organization Affairs
Williams, Shirley Beck, Passport Office, Seattle

GS-8

Berryhill, Mary L., Oceans and International Environmental and Scientific Affairs, Office of Export and Import Control
Cooper, Cecelia A., Office of the Comptroller, Financial Operations
Cunningham, Carolyn R., Foreign Service Career Development and Assignments, Inter-American Division
Lopez, Lourdes, Office of the Under Secretary for Security Assistance, Science and Technology
Printis-Bragg, Gloria, Foreign Affairs Information Management Center

GS-9

Armstrong, Samuel, Passport Office, Houston
Bergold, Celeste M., Office of Facilities Management and Administrative Services
Bivens, Kirk W., Communications Center
Bladen Sr., Melvin D., Communications Center
Bonard, Bonna L., International Narcotics Matters
Lewis, Edward P., Diplomatic Pouch and Courier Operations
Pensabene, Mary J., Public Affairs, Correspondence Management Division
Scott, Carolyn Raynor, Passport Operations, Records Branch
Watts, Linda S., Foreign Affairs Information Management Center

GS-10

Chechele, Robert J., Communications Center
Frank, Margie A., Bureau of Personnel, Presidential Appointments Staff
Law Jr., Robert, Communications Center
Proctor, Inez E., Information Systems Office
Shelton, James C., Communications Center
Smith Jr., Clarence L., Communications Center

GS-11

Boyd, Glenda Burgess, Office of the Comptroller, Budget and Planning
Gigliotti, Donna L., Bureau of Personnel, Office of Public Affairs and State Magazine
Swanson, Nils J., Office of the Secretary, Information Management Section
Thounhurst, Thomas E., Intelligence and Research, Security Branch
Young, Frances R., Bureau of Administration
Zerden, Mal L., Consular Affairs, Office of Management

GS-12

Danaher, Michael J., Office of the Assistant Legal Adviser, Oceans and International Environmental and Scientific Affairs
Dawson, Christine L., Office of Fisheries Affairs
Glasberg, Deborah M., Intelligence and Research, Reports Coordination and Review Staff
Hall, Wanda L., Office of the Comptroller, Budget and Planning

GS-13

Smith, Louis J., Public Affairs, Office of the Historian
Ward, Kathleen Hanagan, Passport Operations, Records Branch

GS-14

Condon, Richard Stephen, Information Systems Staff
Kassinger, Theodore W., Office of the As-

sistant Legal Adviser, Economic and Business Affairs

Smith, David G., Intelligence and Research, Office of Analysis for South America

GS-15

Johnson, Thomas Arthur, Office of the Assistant Legal Adviser, UN Affairs

New Appointments

Belachew, Tizita, Foreign Service Institute

Brown, Kenneth Columbus, Office of Supply, Transportation and Procurement

Bryant, Edward W.M., Classification/Declassification Center

Bulen, L. Keith, International Joint Commission

Bush, Clyde W., Office of Supply, Transportation and Procurement

Chapman, Sandra M., Passport Office, Records Branch

Curry, Joyce C., Bureau of Public Affairs

Curtis, Gale L., Economic and Business Affairs, Planning and Analysis Staff

Dlouhy, Susan A., Foreign Affairs Information Management Center

Edwards, Rebecca, Administrative and Clerical Pool

Gerson, Allan, U.S. Mission to the United Nations

Goel, Savita, Foreign Service Institute

Goldberg, Robert, Intelligence and Research, Northeast Asian Division

Handley, Jr., Frank Cray, International Organization Affairs

Horner, Charles E., Oceans and International Environmental and Scientific Affairs, Office of the Deputy Assistant Secretary for Science and Technology Affairs

Householder, Virginia C., U.S. Mission to the United Nations

Huddleston, Susann C., U.S Mission to the United Nations

John, Eric G., Intelligence and Research, Trade, Investment and Payments Division

Kadera, Fred A., Diplomatic Pouch and Courier Operations

Kirk, Mary Catherine, Economic and Business Affairs, Aviation Negotiations Division

Lang, Timothy, U.S. Mission to the United Nations

Larson, Aimee E., Foreign Service Institute

Leche, Emma Jean, Office of Equal Employment Opportunity and Civil Rights

Lee, Winnie Cho, Foreign Affairs Information Management Center

Liptak, Kathy A., Medical Services

Lutes, Kenneth, Communications Center

Maloney, Eileen M., Office of the Legal Adviser

Marinos, Harry N., Foreign Buildings Office

McNaughton, Betty Louise, Near Eastern and South Asian Affairs—Lebanon, Jordan, Syria, Iraq

Meyer, Patsy Jany Brasher, Congressional Relations

Montgomery, Hugh, Intelligence and Research

Nichols, Daniel Arthur, Office of Under Secretary for Management

Nicolai, Katryn S., Foreign Service Institute

Novitsky, Mernia Ellen, Office of the Comptroller, Retirement Accounts Division

Peck, Malcolm Cameron, Intelligence and Research, Office of Analysis for Near East and South Asia

Porter, Cynthia E., Family Liaison Office

Pugliaresi, Lucian S., Office of the Secretary, Policy Planning Staff

Rottler, Julia Marie, Office of Security, Investigations Division

Scarfo, Claudette M., Office of Facilities Management and Administrative Services

Smith, William Armand, Foreign Service Institute

Soriano, Alfredo R., Communications Programs and Engineering Division

Starr, Richard F., Vienna, Mutual and Balanced Force Reductions

Steele, Deborah L., Diplomatic Pouch and Courier Operations Division

Strassman, Valerie Helene, Passport Office, Philadelphia

Thomas, Patricia, Diplomatic Pouch and Courier Operations Division

Tome, Barbara Masae, Passport Office, Honolulu

West, Robert R., Bureau of Personnel, Office of Foreign Service Nationals

Reassignments

Bartley, Denise M., Office of the Ambassador at Large for Mexican Affairs to Office of the Secretary

Berman, Beatrice, Overseas Citizens Services, Emergency Center to Passport Operations, Correspondence Branch

Bilbo, Janet L., Bureau of Personnel, Foreign Service Officer Recruitment to Egyptian Affairs

Clark, Robert D., Office of Security, Secretary's Detail to Office of Security, Washington Field Office

Cohn, Rivca S., Office of the Assistant Medical Director for Mental Health, Alcohol and Drug Abuse to Inter-American Affairs

Coleman, Geraldine V., Passport Office, Washington to Passport Office, Records Branch

Davis, Alicia J., Office of the Comptroller, Foreign Payroll Branch to Office of the Comptroller, General Claims Section

Davis, Janet V., Passport Office, Detroit to Passport Office, New Orleans

Durham, Robert J., Operations Center to Office of the Secretary, Information Management Section

Fricke, Bette Diane, Congressional Relations to Executive Secretariat

Gamble, Victoria B., Passport Office, Detroit to Passport Office, Washington

Garcia, Marlene, Inter-American Affairs, Of-

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fice of Congressional, Human Rights and Public Affairs to Caribbean Affairs

Garrett, Berneta J., Administrative and Clerical Pool to Office of the Under Secretary for Security Assistance, Science and Technology

Gerardi, Marie Catherine, Consular Affairs to Office of Protocol

Halyard, Vivian F., Caribbean Affairs to Economic and Business Affairs, Planning and Analysis Staff

Howard, Elizabeth A., Bureau of Personnel, Foreign Service Officer Recruitment to Office for Overseas Schools

Kyler, Joann Cox, Medical Services, Personnel Staff to Office of the Medical Director for Mental Health, Alcohol and Drug Abuse

Legg, Frances B., Congressional Relations to Bureau of Personnel

Lewis, Eugene J., Office of Facilities Management and Administrative Services to Office of Protocol

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Maye, Evelyn C., Administrative and Clerical Pool to Office of Security, Washington Field Office

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Pool, Rosanne, Passport Office, Washington to Passport Operations, Records Branch

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Sandloop, Jeanine L., Administrative and Clerical Pool to Bureau of Personnel, Presidential Appointments Staff

Terrell, Norman E., Office of the Deputy Assistant Secretary for Science and Technology Affairs to Oceans and International Environmental and Scientific Affairs, Office of Export and Import Control

Thomas, Alana M., Administrative and Clerical Pool to Bureau of Personnel, Office of Position and Pay Management

Williams, Susan M., Economic and Business Affairs, Planning and Analysis Staff to Executive Secretariat

Resignations

Adler, Jane M., East Asian and Pacific Affairs

Allen, Jeffrey L., Passport Office, Detroit

Allen, Mary Jo, Congressional Relations

Anthony, Rosalind Sherese, Passport Office, Chicago

Armstrong, Regina A., Office of Security

Bailey, Andrew P., Information Systems Office, Systems Design and Programming Division

Belton, Rhonda A., Foreign Affairs Information Management Center

Basall, Cynthia, Passport Office, Office of Program Support

Belton, Jacqueline V., Foreign Affairs Information Management Center

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Biegel, Joseph D., Office of the Legal Adviser

Blandford, Kristin A., East Asian and Pacific Affairs

Boatman, Jacqueline P., Economic and Business Affairs, Trade Agreements Division

Bourbon, Philip J., Bureau of Personnel, Civil Service Counseling and Assignments Division

Branoff, Terry Patrick, Consular Affairs

Brathwaite, Janice A., Passport Office, Records Branch

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Hickey, Robert Scott, Passport Office, Boston

Ho, Rowena, W.H., Passport Office, Honolulu

Hodges, Debra Ann, Passport Office, Detroit

Holt, Gwendolyn Reenee, Passport Office, Washington

Hylton, Ronald R., Office of Protocol

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Kosciw, Joseph Gregory, Office of Citizens Consular Services, Inter-American Services Division
Kryza, Christopher D., Office of Citizens Consular Services, Inter-American Services Division
Landry, Brandee Kaye, Passport Office, Los Angeles
Laughrige, Anne, Passport Office, Detroit
Lawrence, Sheri Yvonne, Passport Office, Los Angeles
Leathem, Paul, Executive Secretariat
Lees, Michael David, Passport Office, Philadelphia
Link, Andrea Veronica, Office of Facilities Management and Administrativo Services
Lyles, Aurelia, Passport Office, New York
Mackell, Christine X., Bureau of Personnel, Office of Management
Marion Jr., John L., Office of the Under Secretary for Management
Marshak, Robert S., Inter-American Affairs
Martinez, Sylvie Lynn, Despatch Agency, San Francisco
McCarthy, Sabrina A., Office of the Legal Adviser
McGown, Florence J., Passport Office, Washington
Meresman, Carol A., Office of Arabian Peninsula Affairs
Mevorah, Joseph, Executive Secretariat
Myers, Robin L., Bureau of Personnel, Office of Management
Nicholas, Scott L., Intelligence and Research, Trade, Investment and Payments Division
Odom, Keisha Trinette, Passport Office, Los Angeles
Oxman, Bernard H., Office of the Special Representative for Law of the Sea Conference
Paisley, Denise M., Passport Office, Detroit
Paradise, Michele M., Foreign Service Institute
Perreca, Denise, Passport Office, Detroit
Plotkin, Lisa H., Office of Protocol
Plummer, Jeffrey William, Office of Supply, Transportation and Procurement, Supply Services Center
Ponger, Patricia A., Passport Office, Stamford
Raleigh, John Patrick, International Organization Affairs
Ramos, Alejandrina, Passport Office, Philadelphia
Rehrig, Paula F., Overseas Citizens Services, Emergency Center
Richardson, Michael, Passport Office, Chicago
Sanders, Deborah J., Passport Office, Miami
Saven, Mary, Passport Office, Detroit
Schertz, Mary Lou, Family Liaison Office
Schmitt, Amy Lynne, Overseas Citizens Services, Emergency Center
Schwartzman, Rhonda Beth, Passport Office, Miami
Shafer, Valerie J., Intelligence and Research
Sheerin, Daniel Patrick, Inter-American Affairs
Shepherd, Cheryl Ann, Executive Secretariat
Simms, Gene J., Information Systems Office, Systems Design and Programming Division
Small, Yolanda M., Passport Office, Miami
Smith, Devi Renee, Passport Office, Miami
Solenberger, Katherine B., Diplomatic Pouch and Courier Operations
Steininger, Michael Gary, Despatch Agency, Baltimore
Tainer, Lauren D., U.S. Mission to the United Nations
Taylor, Mark Blair, Office of the Comptroller, Payroll and Retirement Accounts Division
Tolliver, Anthony S., Consular Affairs
Toomey, Colleen Ann, Office of Facilities Management and Administrative Services
Townsend, Kimberly Joy, Passport Office, Los Angeles
Travers, Annie E., African Affairs
Ulrich, Jennifer Sue, Bureau of Personnel, Operating Systems, Input-Output Division
Vanden Dolder, Teresa A., Bureau of Personnel, Office of Management
Varney, Susan Kim, Passport Office, Stamford
Ward, Denise Ann, Passport Office, Houston
Watkins, Reginald C., Bureau of Personnel, Office of Management
Weiss, Charles Frederick, Office of the Comptroller, Financial Operations Division
Whitmire, Peggy King, Passport Office, Houston
Williams, Audrey J., Passport Office, Detroit
Williams, Patricia D., Passport Office, Detroit
Wright Jr., Harry S., Bureau of Personnel, Office of Management
Young, Felecia Gail, Passport Office, Washington

Retirements

Allen, Edward L., Office of Facilities Management and Administrative Services
Carr, Lucile J., Inter-American Affairs
Donahue, Lucille A., Passport Office, Washington
Hampton, June L., Foreign Service Institute
Hite, Harry M., Office of Supply, Transportation and Procurement
McGrath, James Francis, U.S. Mission to the United Nations □

Membership drive

The Foreign Affairs Recreation Association, with headquarters in Room 2928, State Department building, is in the midst of a membership drive that will last through February 12. The basic rate is $5 a year. For information on the organization, call 632-7910.

Interns are available to work at State

Young people with master's degrees in public administration and business administration are available to serve two-year internships, in Department bureaus and offices, under the Presidential Management Internship Program. The program is coordinated by the Bureau of Personnel.

Three bureaus at State have already assigned interns to their staffs for the coming year. The Bureau of Administration has selected Deborah Steel, International Narcotics Matters has picked Elena Kim, and International Organization Affairs has chosen F. Gray Handley. They are joining other presidential management interns in the Department. The latter include two chosen in 1980—Carol Gorski, assigned in the Bureau of Administration, and Glenda Burgess, Office of the Comptroller. Five other interns who served in bureaus from 1979 to 1981 have completed their training and have received or are about to receive appointments in the Civil Service at State. They are Marguerite Coffey, Administration; Jon Jackson, Personnel; Gary Rosiecki, Refugee Programs; Domineck Iacovo, International Organization Affairs; and David Lowenfeld, Economic and Business Affairs. A 1978 intern, Paula Scheffer, completed her training in 1980 and received a Civil Service appointment in

Presidential interns with director general *Joan M. Clark*, center. Other women, from left: *Paula Scheffer, Marguerite Coffey, Carol Gorski, Deborah Steel, Elena Kim*. The men are *Gary Rosiecki, Jon Jackson, F. Gray Handley, Domineck Iacova.* Not present: David Lowenfeld, Glenda Burgess. *(Photo by Robert E. Kaiser, Visual Services)*

Administration.

The program was established in 1978 by the U.S. Office of Personnel Management to provide the Government with a pool of graduates in public administration and business, and to give successful candidates an opportunity to gain management experience in the federal workforce. All candidates enter the program at the GS-9 level. They are eligible to convert to career-conditional or career appointments in the Civil Service at the end of their internships.

The Department has participated in the program since its inception. Several bureaus have selected the interns for full-time assignments, according to Personnel, while others have permitted them to take "rotational" assignments so they could acquire experience in several offices. Bureaus interested in participating should contact Patricia Pittarelli, Office of Civil Service Career Development and Assignments, Room 2429, ext. 22509. □

Health benefits regulations

Final regulations on the procurement of Federal Employees Health Benefits Program contracts have been issued by the Office of Personnel Management. The text of the regulations is available for review in the Office of Civil Service Career Development and Assignments, Room 2321 New State. ■

Personnel: Foreign Service

DACCA, Bangladesh—*Jane Abell Coon*, the U.S. ambassador here, and her husband, *Carleton S. Coon Jr.*, left, U.S. ambassador to Nepal, at an American Recreation Association function. *Herbert D. Deremer*, embassy administrative officer, is next to Mr. Coon. Mrs. Coon is conversing with *Carl W. Schmidt*, her deputy chief of mission.

New Appointments

Aranda Jr., Thomas, Montevideo

Bushong, David W., Brussels, European Community

Desmond, Cynthia M., Panama

Funderburk, David B., Bucharest

Garner, Georgette J., Organization for Economic Cooperation and Development, Paris

Gentile, Anthony J., Inter-American Affairs

Harrington, Gina C., Barcelona

Miller, Jr., David Charles, Dar-es-Salaam

Motley, Langhorne A., Brasilia

Reed, Jr., Joseph V. Rabat

Rosell, Dolores Villasenor, Madrid

Schenck, Charles C., Office of Communications

Struck, Nancy Miller, Havana

Transfers

Ankeney, John D., Manila to Office of Communications

Aust, John A., Athens to Office of Communications

Babcock, Dwight C., Medical Services to Foreign Service Institute, University Training

Bannon, Linda A., Hong Kong to Algiers

Barnes, Jr., Harry G., Near Eastern and South Asian Affairs to New Delhi

Barnhart, Marcelle J., Rabat to Bern

Bell, Joel E., Frankfurt to Diplomatic Pouch and Courier Operations Division

Bell, Thomas A., Communications Center to Tel Aviv

Bellamy, William M., Foreign Service Institute, Language Training to Paris

Berger, Rosella R., Hong Kong to East Asian and Pacific Affairs

Bestic, John Brereton, African Affairs to Lome

Bittle, Dorothy J., Athens to Tokyo

Blanford, James E., India to Foreign Service Institute, University Training

Blood, Archer K., New Delhi to Near Eastern and South Asian Affairs

Boldy, Ruth A., Soviet Affairs to Lusaka

Booth, Richard Thomas, Inter-American Affairs to Lima

Bradley, Paul F., Lagos to Addis Ababa

Bridges, Peter S., Eastern European Affairs to Rome

Brock, Leslie E., Osaka-Kobe to La Paz

Brown, Bruce Allan, Office of the Comptroller, Budget and Planning to Montreal

Burkhart, Robert L., Libreville to Bonn

Burns, Ronald J., Karachi to Tokyo

Cahill, Harry A., Colombo to Near Eastern and South Asian Affairs

Callnan, Gwendolyn L., Bonn to Nassau

Camp III, William J., Manila to Foreign Service Institute, University Training

Camp, William E., Oslo to European Affairs

Carpenter, Michael, Winnipeg to Foreign Service Institute, University Training

Carrillo, Ida A., European Affairs to Lisbon

Casey, Margaret E., Georgetown to Paris

Christy, Gene Burl, Foreign Service Institute, University Training to Intelligence and Research

Clappin, William P., Foreign Service Institute, Language Training to Paris

Clore, Raymond E., Yaounde to Vancouver

Clute, Claude J., Jidda to Office of Communications

Cooke, Donald J., Tehran to Organization for Economic Cooperation and Development, Paris

Coon, Jane Abell, Near Eastern and South Asian Affairs to Dacca

Covington, Philip Stanhope, Peshawar to Near Eastern and South Asian Affairs

Cunningham, James B., Foreign Service Institute, Language Training to Rome

Dean, John Gunther, Beirut to Bangkok

Denys, Arnold J., Antwerp to Tijuana

DeThomas, Joseph Michael, Bonn to Foreign Service Institute, University Training

Transfer Tremors .... *by ebp*

I was almost transferred to AUSTRALIA, but at the last moment I was told by PER THe assignment had been canceled.

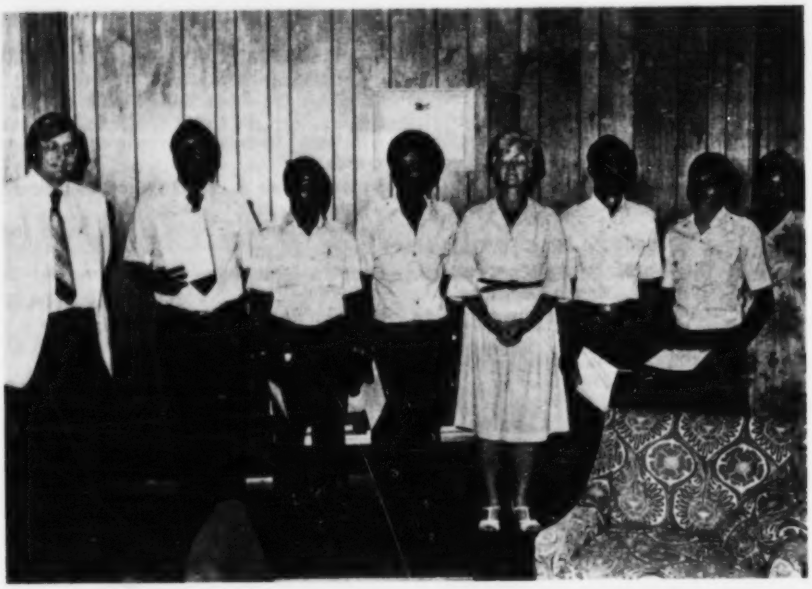
I was almost transferred to TEHRAN, but I RAN away.

I was almost transferred to BAMAKO but, when I asked for a miniMAL Increase in my consumables allowance, the Department would not agree.

Dewitt, John W., Foreign Service Institute, Language Training to Paris
Dinger, John R., Foreign Service Institute, Language Training to Fukuoka
Dixon, Michael Thomas, Commerce Department to Kingston
Donegan, Patsy Lee, Tokyo to Beijing
Downey, Robert E., Conakry to Bujumbura
Driscoll IV, Robert S., Maracaibo to Inter-American Affairs
Durbin, John F., Bangkok to Diplomatic Pouch and Courier Operations
Dwight, Ronald Ashley, Mazatlan to Mexico
Eckman, Vicki C., Bridgetown to Brussels
Everett, Gary Lee, Quito to Foreign Buildings Office
Evertts, Ronald L., Athens to Office of Communications
Ewing, Raymond C., European Affairs to Nicosia
Fallis, Sebastian R., Jidda to Rome
Ferebee, Josephine M., Seoul to Organization for Economic Cooperation and Development, Paris
Ferguson, Joyce M., Greece to Paris
Fisher, Donald Z., Hong Kong to Office of Communications
Fisher, Patricia A., Hong Kong to Foreign Service Career Development and Assignments
Fishman, Rosalind, Shanghai to Belgrade
Ford, Janet M., Bamako to European Affairs
Forsyth, Roger C., Santiago to Office of Communications
Gentile, Barbara Lynn, European Affairs to Athens
Giamporcaro, Louis A., Overseas Citizens Services, Emergency Center to Bonn
Gladstone, Verna B., Berlin to Kathmandu
Granzow, Elizabeth R., Mexico to Tegucigalpa
Green Sr., John W., Beirut to London
Greenaway, Stephen A., Frankfurt to Diplomatic Pouch and Courier Operations
Groening, Eva J., London to Poznan
Gzehoviak, Ronald A., Toronto to European Affairs
Haas, Kenneth E., Muscat to Near Eastern and South Asian Affairs
Hallman, William H., San Salvador to Inter-American Affairs
Hamilton, John Randle, Thessaloniki to Foreign Service Institute, University Training
Hardebeck, Marvin C., Berlin to Communications Security Division
Hardy, Alan M., South African Affairs to Malabo
Harris, Lynda Lee, East Asian and Pacific Affairs to Manila
Hartman, Arthur A., Paris to Moscow
Hawes, Ruth Ellen, Gaborone to African Affairs
Hebert, Louis C., Paris to Rome
Hall, June Elizabeth, Mexico to San Jose
Hering, Barbara A., Brasilia to U.S. Mission to Geneva
Herold, Richard Arthur, Junior Officer Corps to Porto Alegre
Hoffenberg, Marvin J., Colombo to Near Eastern and South Asian Affairs
Holley, Robert Michael, Junior Officer Corps to Port-au-Prince
Holt, Martin D., Philipines to East Asian and Pacific Affairs
Hrinak, Donna Jean, Bogota to Foreign Service Institute
Huggins, Joseph, Nairobi to Refugee Programs
Hurley, Kenneth L., Accra to African Affairs
Jonietz, Karl K., Foreign Service Institute, University Training to Bonn
Kaleyias, George D., European Affairs to Bonn
Kane, Nina Lee, Singapore to East Asian and Pacific Affairs
Kanter, Irving M., Bogota to Guadalajara
Kaufmann, Judith R., Madrid to U.S. Mission to the United Nations
Kearns, Kevin Lawrence, Foreign Service Institute, Language Training to Seoul
Keenan, Thomas J. Santiago to Inter-American Affairs
Kennedy, Jr., Charles S., Naples to European Affairs
Kilgore, Gloria J., London to Office of the Secretary
Kircher, Robert J., Office of Security, Wash-

PORT-OF-SPAIN, Trinidad and Tobago—Chauffeur *Carlos Hall* receives a 30-year safe driving award from charge d'affaires *A. Donald Bramante*.

ington Field Office to Kampala
Korky, Ann Kelly, Cairo to Foreign Service Institute, University Training
Kunkel, Marianne Matuzic, Commerce Department to Foreign Service Institute, University Training
Landreth, Robert E., Monrovia to Office of Communications
Latasa, Philip R., Bogota to Barcelona
Lewandowski, David R., Dakar to Prague
Limprecht, Joseph A., Foreign Service Institute, University Training to Oceans and International Environmental and Scientific Affairs
Lindsey, Amy D., Tegucigalpa to Caracas
Lino, Marisa R., Commerce Department to Foreign Service Institute, University Training
Loftin, Danny M., Bamako to African Affairs
Low, Stephen, Lagos to Intergovernmental Assignment
Lutz, Joseph W., Manila to Ankara
Madison, Donna M., Saudi Arabia to Near Eastern and South Asian Affairs
Manz, Matthias, Junior Officer Corps to Vientiane
Markowitz, Dianne E., Commerce Department to Foreign Service Institute, University Training
Martin, Mary Catherine, Panama to Lagos
Martin, W., Wyatt, Tunis to Near Eastern and South Asian Affairs
Martino, Jon Joseph, African Affairs to Bridgetown
Matlock Jr., Jack F., European Affairs to Prague
Matthews, James J., European Affairs to Madrid
McGlinchey, James M., Kuala Lumpur to Foreign Service Institute, University Training
McConville, Donald Floyd, Economic and Business Affairs, International Trade Policy to Kuala Lumpur
McEwen, David G., Office of Communications to Bucharest
McGonagle, Paul M., Foreign Service Institute, University Training to Economic and Business Affairs
McKeown, Mary Ann, Paris to Moscow
Meehan, Robert C., East Asian and Pacific Affairs to Manila
Merante, Joseph John, Mexico to Lagos
Miller, David Norman, Foreign Service Institute, University Training to European Affairs
Miller, Marijayne, Beijing to Brussels
Mizdal, Alba X., Port of Spain to Mexico
Modderno, John P., Hong Kong to Beijing
Monk, Jessica G., U.S. Sinai Field Mission to Bureau of Personnel
Monroe, James A., Office of Communications to Islamabad
Montrowl, Gary, European Affairs to Istanbul
Moore, Julia A., African Affairs to European Affairs
Morgan, William D., Paris to Montreal
Mulhall, Patricia, New Delhi to Ankara
Murphy, Patricia A., Reykjavik to Montevideo
Murphy, Richard W., Manila to Jidda
Myers, Jesse L., Brasilia to Kingston
Natsios, James A., Tunis to Near Eastern and South Asian Affairs
Needham, Cynthia, African Affairs to Nairobi
Neff, Roger D., European Affairs to Vienna
Neilson, Thomas S., Foreign Service Institute, Language Training to Guayaquil
Newlin, Michael H., Near Eastern and South Asian Affairs to Algiers
Nylund, Catherine M., Colombia to East Asian and Pacific Affairs
Ordway, John Malcolm, Prague to Foreign Service Institute, University Training
Ortiz Jr., Frank V. Panama to Lima
Owen, William K., European Affairs to Brussels
Pabst, David A., European Affairs to Paris
Paganelli, Robert P., Rome to Damascus
Parke, Margaret Ellen, European Affairs to Copenhagen
Peacock, Jeffrey D., European Affairs to Rome
Peet, William J., Bangkok to Belgrade
Pegues Jr., Clarence E., Special Domestic Assignments Program to Near Eastern and South Asian Affairs
Petitjean, Gwen, Bangkok to East Asian and Pacific Affairs
Pezzi, Leo Rene, Office of Communications to Beirut
Pickering, Thomas R., African Affairs to Lagos
Poltun, Peter, Istanbul to Vienna
Pone, Vanessa M., African Affairs to Accra
Pratt, Mark S., Taiwan to East Asian and Pacific Affairs
Price Jr., Edgar W., Beirut to Athens
Ramos, David Reyes, Santo Domingo to Mexico
Rey, Frank, Junior Officer Corps to U.S. Mission to Geneva
Rhodes, Terrance B., Singapore to Athens
Richardson II, Donald M., Lagos to African Affairs
Romeo, Nicodemo, Rome to Office of Communications
Rose, Jack B., Athens to Office of Communications
Roy, Wayne Alan, Near Eastern and South Asian Affairs to Dublin
Rumme, Theodor, Germany to Buenos Aires
Safford, Mark A., London to European Affairs
Segl, Steven F., Junior Officer Corps to Beijing
Saylor, Wilford, Office of Communications, Program and Engineering Division to Karachi
Sayre, Abbott P., Ottawa to Bureau of Personnel
Sayre, Robert M., Brasilia to Office for Combatting Terrorism
Schunter, Elaine Barbara, Munich to Tunis
Segars, Joseph Monroe, Foreign Service Institute, University Training to Southern African Affairs
Sellers, Peter S., Near Eastern and South Asian Affairs to Dhahran
Sena, Stephen D., Naha to East Asian and Pacific Affairs
Shames, Stefanie L., Bujumbura to Brussels
Shapiro, David M., Khartoum to Tel Aviv
Sharp, Ronna Ruby, African Affairs to Lagos
Shoesmith, Thomas P., Hong Kong to East Asian and Pacific Affairs
Sieverts, Frank A., U.S. Mission to Geneva to Refugee Programs
Singlaub, Maryann, Junior Officer Corps to Naples
Sinn, Melvin E., Guatemala to Inter-American Affairs
Smith, Elaine Diana, Izmir to Public Affairs, Office of Public Programs
Spiers, Ronald I., Intelligence and Research to Islamabad
Spillane, Carolyn S., Foreign Service Institute, Language Training to Paris
Spillane, David J., East Asian and Pacific Affairs to Hong Kong
Sprick, Karl H., Tel Aviv to Foreign Service Institute, University Training
Standiford, Mark A., Inter-American Affairs to Guatemala
Stevens, Franklyn E., Ciudad Juarez to Tokyo
Stone, Guy A., Kathmandu to Near Eastern and South Asian Affairs
Surprise, Robert J., Helsinki to Dakar
Sutow, Edmund Keith, Junior Officer Corps to Guadalajara
Sykes, Arella M., Kuala Lumpur to Praia
Tangney, Mildred M., Algiers to European Affairs
Taylor, Carl, Bangladesh to Near Eastern and South Asian Affairs
Tinney, Philip M., Tel Aviv to Office of Communications
Townsend, Lewis R., Buenos Aires to Inter-American Affairs
Tyson, Gregory J., La Paz to Bogota
Van Horn, Mary E., Beijing to Tokyo
Vazquez, Nereida Maria, Medellin to Kuwait
Vest, George S., European Affairs to Brussels
Viets, Richard Noyes, African Affairs to Amman
Vik, Se Dell G., Kinshasa to Jakarta
Wagner, David J., Capetown to Guatemala
Walker, David M., Dar-es-Salaam to Refugee Programs
Wallace, Jack E., Near Eastern and South Asian Affairs to Kabul



FREETOWN, Sierra Leone—At presentation of safe-driving awards, from left: general services officer *Kevin C. Milas,* drivers *John Luseni, Alex Conteh* and *Brimah Saccoh,* Ambassador *Theresa A. Healy,* drivers *Yallah Sesay* and *Jaia Mannah,* and dispatcher *Dolly Buck.*

Walls, Gerald A., Jerusalem to Tel Aviv
Weingarten, William A., Belgium to Canberra
Whalen, Polly R., African Affairs to Nairobi
Whipple, June O., Ottawa to Manila
Wilde, Charles R., North Atlantic Treaty Organization to Medical Complement
Williams Jr., A. Joseph, Kinshasha to Brussels
Wilmink, Janet M., Central European Affairs to Luxembourg
Woody, Saunders B., Rome to Nairobi
Wynn, David, Office of Communications to Islamabad
Zaman, Joseph E., Dacca to Abidjan
Zucker, Leo I., Office of Communications to Monrovia
Zweifel, David E., Amman to Sanaa

Resignations

Bennett, Dennis D., European Affairs
Boone, Sherman G., Kingston
Brown, Larry M., Office of Communications
Ciaravino, Michael J., Bangkok
Diehl, Harold C., Foreign Service Career Development and Assignments
Ellis, John R., Office of Security, Miami Field Office
Ferch, Carole A., Mexico
Ferch, David A., Mexico
Gentile, Anthony J., Inter-American Affairs
Griffin II, Ralph D., Inter-American Affairs, Southern Cone Affairs
Haar, Juanita J., Foreign Service Career Development and Assignments
Johnson, Lisa K., Caracas
Lattanzi, Aurelia, Guadalajara
Manley, Patricia Fern, Bangkok
Martinell, Rodger D., Istanbul
McCorckle, Jimmy M., Kuwait
McHale, Austin P., Office of the Comptroller
McNulty, Joseph A., Bureau of Administration, Special Programs and Liaison Staff
Merrill, Deborah Jane, Montreal
Morelli, Peter N., Office of Security, Secretary's Detail
Munsey, Bernice Ann, Family Liaison Office
Pryce, Jeffrey F., Mexico
Rose, Milton M., Warsaw
Schwartzbard, Richard, Foreign Service Career Development and Assignments
Seelye, Talcott W., Damascus
Stock, Catherine L., Santiago
Taconi, Cynthia E., Caracas
Telles, Martha C., Hermosillo
Villalobos, James J., NATO
Vivian, Deidre A., U.S. Mission to Geneva
Williams, Kiska, Addis Ababa

Retirements

Davenport, Jr., Edwin J. Bridgetown
Doherty, Mary Frances, Ankara
Eaton, Samuel D., Inter-American Affairs
Foster, Homer P., Baghdad
Hiraga, George M., Seoul
Jenkins, George C., Bureau of Administration, Office of Special Programs and Liaison Staff
McCloskey, Robert J., European Affairs
McIntyre, John Michael, Rio de Janeiro
Morimoto, Sueo, Tokyo
Nenno, William C., Bureau of Personnel
Rives, Lloyd M., Montreal
Sayre, Abbott P., Bureau of Personnel
Sterner, Michael, Near Eastern and South Asian Affairs
Timmins, David B., Guatemala ☐

Foreign Service Nominations

The Senate confirmed the following nominations on December 10:

Appointment as career members of the Senior Foreign Service, class of counselor, consular officers, and secretaries
Wayne Hoshal
Robert Carl Liimatainen

Reappointment as FSO-3, consular officer, and secretary
Richard Alan Megica

Appointment as FSO-3, consular officers, and secretaries
Duane Edwin Sams
Susie Jacqueline Tucker

Appointment as FSO-4, consular officers, and secretaries
Donald J. Amis
Lawrence Rea Baer
Perry Edwin Ball
Bruce Edward Carter
Miguel de la Pena
David B. Dunn
Alfred Gonzales
Andrew Lewis Allen Goodman
Daniel Kiang
Gerald J. Loftus
Carl S. Matthews
Albert G. Nahas
Lauren Peters
Francis Joseph Ricciardone
John Richard Schmidt
Richard Henry Smyth
James R. Van Laningham
Edward H. Vázquez
Thomas J. White
Howard C. Wiener III

Members of the Foreign Service to be consular officers and secretaries
Glenn R. Adams
Ollie Palmer Anderson
Alex Andrews
Dona Dailey Arnold
Gust Avrakotos

John Richard Baca
Robert Northrup Bentley
Clyde Bishop
Marcia Stephens Bloom
William Boyd
David E. Brantley
John Breckenridge
Brenda C. Brisbon
Barbara A. Broe
Kevin Brown
Stuart Vaughan Brown
Robert D. Burkette
Prudence Bushnell
Paul Byerly
Phillip Carter III
Joel F. Cassman
Arnold A. Chacón
Frank Collins III
Raymond Louis Colon
Ann Vaughn Covington
James J. Coyle
Robert Davis
Scott H. DeLisi
Guido Del Prado
Anne Elizabeth Derse
Patrick C. Diehl
Peter Dorey
Ellie Duckett
Keith Alan Eddins
Cynthia Erskine
Jerome Thomas Farrell
Rafael Fermoselle
Charles E. Fisk
Dennis A. Foster
James John Foster
Peter S. Gadzinski
William R. Gaines
Jeffrey F. Gilman
Barbara J. Good
David N. Greig
Linda L. Gresham
Michael E. Guest
Charles L. Hafner
Norman C. Hall
Marilyn Harrington
Maura Harty
Leonard Allen Hill
Darcy Elizabeth Fillebrown Hofmann
Clyde I. Howard Jr.
Stanley R. Hunter
Jane Ingley
Dennis Jamison
Darrell Allan Jenks
Lois L. Johnson
John Melvin Jones
Patricia W. Jonsson
Frederick J. Kaplan
Alexander Karagiannis
Beverly Killpack
Hans G. Klemm
Anthony M. Kolankiewicz
Stanley E. Koller
David A. Kornbluth
Dale Krumviede
Mara Lang
Joseph LaPiana
Beverly Ann LaVigne
Richard Lecuona
Dan Leibig
Henry A. Levine
Rose Marie Likins
Edward Lindsey
Brian Lofquist
Kevin K. Maher
Janean L. Mann
Ralph L. Mason
Edward L. Mattson
Stephanie M. Mattson
James David McGee
Andrew P. McGrath
Edward Raymond McMahon
W. Michael Meserve
Wendela Moore
Dan W. Mozena
Donald Franklin Mulligan Jr.
Arnold Noe Muñoz
Wayne Edward Neill II
Bruce Richard Nelson
Wanda Letitia Nesbitt
Marc Emanuel Northern
Michael D. Olson
Andrés D. Oñate
Brian G. Page
Steven E. Perlman
William M. Phillips III
Newman Bruce Pickering
Stephen Pipkin
Roman Popadiuk
Mary Lynn Porto
Barbara Anne Presgrove
Thomas Gwyn Reich Jr.
Thomas Steven Reichelderfer
J. Paul Reid
Janet E. Robson
Richard Patrick Rodgers
Theodore A. Rosen
Michael E. Ruhm
Edward J. Salazar
Jeanne Lee Samuel
Barbara M. Sand
Storm Simenson
Edward G. Simonsen
William Sinclair
Pamela Jo Howell Slutz
Greenleaf H. Smith
Jay Thomas Smith
Russell Y. Smith
Penelope M. Snare
Mark S. Sparkman
Mignonne Spellmeyer
George M. Staples
David Carter Stewart
Jean Rene Surena
Richard Stephen Taylor
Renée Louise Toirac
Alan David Troxel
Soching Tsai
Robert J. Vandaveer
Rupert D. Vaughan
Donald J. Venute
Ricardo Villalobos
Jeffrey L. Vreeland
Susan Marie Wagner
Thomas F. Wallace III
Jacob Walles
Howard Weiss
Joyce E. Wells
Robert Dale Wilson
Seth D. Winnick
James M. Young

Members of the Foreign Service to be consular officers

Dianne H. Graham
George F. Sherman
Nativa Simoes

Members of the Foreign Service to be secretaries

Karl S. Beck
George S. Dragnich
Gerard F. Helfrich
William A. Levis
Gerald S. Rose
Arthur W. Rovine
Otto O. Schnepp
David Grant Smith □

Performance evaluations on inspection reports

The Department is reminding employees that how they respond to inspection recommendations will be a factor taken into account when annual performance evaluation reports are prepared. A Department Notice dated December 4 said:

"Rating and reviewing officers are reminded that, as appropriate in appraising the performance and potential of officers responsible for compliance with inspection and audit reports, mention should be made of quality and timeliness in resolving and implementing inspection and audit recommendations. Timely resolution and/or implementation of inspection and audit recommendations is an important aspect of good management. Where these activities have been a significant element in an officer's performance during the rating period under review, comment concerning them should be included in the evaluation report.

"The Office of the Inspector General may advise rating and reviewing officers of its views with regard to the performance of particular officers in response to inspection findings and recommendations. Rating and reviewing officers should take these views into account in preparing appraisal reports." ■

Bureau Notes

Secretary's Office

SECRETARY HAIG addressed the Palm Beach Round Table in Palm Springs, Fla., November 14. Accompanying him were **MRS. HAIG**; **SHERWOOD GOLDBERG**, executive assistant to the Secretary; **KATHERINE BACKUS**, special assistant to the Secretary; and **LINDA WESLAR**, staff assistant.

The Secretary met with President **LOPEZ PORTILLO** and Foreign Minister **CASTENADA** in Mexico City, November 23–24. Traveling with the Secretary were Mrs. Haig; **E. ANTHONY WAYNE**, special assistant to the Secretary; **MURIEL HARTLEY**, assistant to the Secretary; **JOYCE NESMITH**, confidential assistant to the executive assistant; **ELIZABETH GASTON**, secretary, Office of the Secretary; **CLAYTON McMANAWAY**, deputy executive secretary; **GEORGE TWOHIE**, director, Executive Secretariat; **TAIN TOMPKINS**, deputy director, Secretariat Staff; **NANCY DeGUMBIA** and **KATHY McGUIGAN**, staff officers, Secretariat Staff; and **SUSAN WILLIAMS**, Secretariat Staff.

On November 28, the Secretary traveled to Valley Forge, Pa., to address the Freedoms Foundation. Traveling with the Secretary were Mrs. Haig; Mr. Goldberg; and Ms. Backus.

The Secretary attended the 11th General Assembly of the Organization of American States in St. Lucia, December 2–11. Accompanying him were Mrs. Haig; Mr. Goldberg; Mr. Wayne; Ms. Nesmith; Ms. Gaston; **BONNIE ROBERTS**, secretary, Office of the Secretary; **ALVIN ADAMS**, deputy executive secretary; **JAMES LANE** and **SUZANNE PAYNE**, staff officers, Secretariat Staff; **MILDRED ENGRAM** and **SHARON OHTA**, secretaries, Secretariat Staff; and Mr. Twohie.

The Secretary traveled to Brussels for the NATO ministerial meeting, December 8–14. Accompanying him were Mrs. Haig; Mr. Goldberg; Ms. Gaston; **LORA SIMKUS**, personal assistant to the Secretary; **JOYCE NESMITH**; **KEITH SCHUETTE** and **MICHAEL KLOSSON**, special assistants; Mr. McManaway; Mr. Twohie; **WILLIAM MONTGOMERY**, staff officer, Secretariat Staff; **LINDA LEYBLE** and **MARIE MORRIS**, secretaries, Secretariat Staff.

Ambassador **WALTER J. STOESSEL JR.**, under secretary for political affairs, visited Bern and Bonn, October 21–23 for discussions and consultations. On October 24, Ambassador Stoessel was in Brussels to deliver an address to the Atlantic Council on the occasion of the 20th anniversary of its foundation. Accompanying him was **GARY MATTHEWS**, executive assistant.

From November 7–24, Ambassador Stoessel undertook a mission to the Far East, visiting Japan, China, Hong Kong, Thailand and the Philippines, to hold consultations with host government officials and embassy officers. Traveling with him were **MRS. STOESSEL**, Mr. Matthews; and **ROBERT PERITO**, special assistant.

Republic of Korea Foreign Minister *Shin-yong Lho*, left, and Policy Planning Staff director *Paul Wolfowitz*.

Policy planning director PAUL WOLFOWITZ met with Korean Foreign Minister LHO during his recent visit to Seoul as head of the U.S. delegation to the U.S.-Korea policy planning talks. He also visited Tokyo for U.S.-Japan policy planning talks, and Honolulu for consultations with ADMIRAL LONG, commander in chief, Pacific Command, during the same trip.

GLORIA KILGORE, seretary, recently joined the Information Management Staff. □

Administration

BILL SITTMANN has joined the Management Division; his previous assignment was in the Office of Protocol. MARK SAFFORD returned from assignment in London; he has joined the Management Division. □

ALLOWANCES STAFF

ERLE T. CURTIS, chief, Cost-of-Living Section, and R. REED STORMER, chief, Standards and Differentials Branch, attended the Personnel Conference on Expatriate Compensation, sponsored by the National Foreign Trade Council, in Houston, November 18. Mr. Curtis discussed, "U.S. Department of State Indexes of Living Cost Abroad—How They Are Developed and Compare to Other Survey Methodologies." Mr. Stormer addressed the topic, "U.S. Government Foreign Post (Hardship) Differentials and (New) Danger Pay and Special Incentive Differentials." JUANITA STOKES, cost-of-living specialist, and LEIGH TURPIN, secretary, completed the basic and advance courses of instruction on the Wang computer system,. □

OFFICE OF COMMUNICATIONS

PATRICK J. DUFFY, operations officer for the inter-American area, the United Nations and Canada, attended the automatic information systems management seminar for intermediate executives, for two weeks, at the Department of Defense Computer Institute, Port Washington. BENJAMIN F. JACKSON, operations officer for the Near Eastern and South Asian area, attended the executive management seminar for mid-level managers, for two weeks, at the Merchant Marine Academy, King's Point, N.Y. GRAHAM LOBB, acting chief of the Networks Staff, attended a three-day course entitled Cost Effective Telecommunications, given by the American Management Association at the International Club in Washington.

A new employee in the Planning and Engineering Division is ALFREDO RIMANDO SORIANO, an engineer formerly with the Department of the Navy. A new employee in the Maintenance and Logistics Division is CHARLES CHRISTIFF SCHENCK, a radio technician who previously worked for the American Radio Relay League. Departing the division on an overseas assignment was LARRY BANKS, radio technician, to the Regional Communications Programs Office in Nairobi.

The following personnel were home on consultation recently: KATHRYN PHELPS, Beirut and return; GEORGE McKINNEY, Seoul to Mbabane; HALE HENDERSON Bonn to Paris; RONNIE FONTENOT, Mexico City to Department; ROBERT MANSFIELD, Geneva to Mexico City; and RONALD JOHNSTON, Bonn and return.

Personnel who completed courses in the Training Division included JAMES ALLEGRO, Dusseldorf; RICHARD McCLOUGHAN, Tel Aviv; SALLY WALKER, Alexandria; MICHELE KAMINSKI, Casablanca, SUE ANN MANVILLE, Peshawar; PATRICIA COLLINS, Lubumbashi; IRMA SCOTT, Quebec; JAN SITTEL, Izmir; DELVIN JUNKER, Hermosillo; PAULA BERG, Tijuana; MONNIE MATTHEWS, Communications Center Division; PAUL MILLION, Bangui; and DONALD GATTO, Mbabane.□

LANGUAGE SERVICES DIVISION

ZAKI ASLAN traveled to Cairo in early October to assist SECRETARY HAIG during his visit there on the occasion of PRESIDENT SADAT's funeral. SOPHIA PORSON accompanied VICE PRESIDENT BUSH on his visit to Brasilia and Rio de Janeiro in mid-October, taking over from DON BARNES, who had interpreted for the Vice President during his visit to the Dominican Republic and Bogota just before that. In order to complete last-minute translations connected with these vice presidential travels, PILAR MOLNAR and TONY SIERRA had to come in for weekend duty. ALEC TOUMAYAN, Ms. Porson and HELEN KAPS assisted the President and Vice President in events during the visit of PRESIDENT MITTERAND, October 17–19, in connection with the 200th anniversary of the battle of Yorktown. VIVIAN CHANG interpreted at meetings of the U.S. People's Republic of China Joint Commission on Cooperation in Science and Technology, October 14–17. Meanwhile, JIM BROWN traveled with a high-leveled Peoples' Republic of China defense delegation, October 14–29. PAUL KOVENOCK represented the division at a regional meeting of the National Council for International Visitors in Portland, Ore., October 14–16.

CLAUDETTE SCARFO joined the division on October 13 as a part-time clerk-typist.

Staff interpreters Barnes, Ms. Chang, Ms. Porson and Zaki Aslan journeyed to Cancun, Mexico, for the East-West summit, October 20. For the bilateral meeting with the Yugoslavs, the division brought Foreign Service officer VICTOR JACKOVICH from Bucharest.

The conference on concentration camp liberators, October 26–28, required the assistance of some 20 interpreters, including staff interpreters Kaps, CYRIL MUROMCEW, Ms. Porson, Mr. Toumayan, GALINA TUNIK-ROSNIANSKY, STEPHANIE VAN REIGERSBERG, CAROL WOLTER and DIMITRY ZARECHNAK. BILL FUKUDA provided interpreting for the second International Conference on Aquaculture Nutrition, in Rehoboth Beach, October 28. Ms. Van Reigersberg spent the week of November 1 in Madrid, interpreting for U.S.-Spain base negotiations.

The 14th Conference of American Armies, November 3–5 at Fort McNair, required 24 interpreters, including, from the staff, Mr. Barnes, TONY HERVAS, Ms. Kaps, Ms. Porson, NEIL SEIDENMAN, and Mr. Toumayan. The division also provided a night-time translating team of some 20 contractors, headed by former division chief THEODORE LEON.

Staff reporter Kuyatt covered Secretary Haig's remarks at the Kennedy Center the evening of October 31. TED HERRERA traveled to Mexico City, November 12, to assist two Justice Department attorneys in their briefing of the Mexican attorney general on a sensitive case. On November 14 Chinese interpreters Chang and Brown departed for Beijing with the U.S. secretary of the treasury. Staff reporter Kuyatt traveled to Palm Beach, Fla., for Secretary Haig's speech to the round table there on November 13.

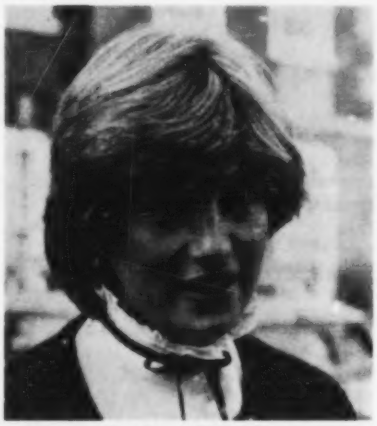
The division was gearing up for the impending deluge of into-Farsi translations connected with some 3,000 Iranian small claims that were to be readied by the first of the year. Russian interpreter Zarechnak departed for maritime negotiations in London, November 14. The Language Services complement in Geneva, DIMITRI ARENSBURGER, LORALYN ANDERSEN-PETRIE and cleared contractor CAROLYN SMITH, were to continue at the Standing Consultative Commission meetings until Thanksgiving. They were to stay on for the theater nuclear forces talks on November 30, expected to continue to Christmas. The division's chief SALT interpreter, BILL KRIMER, was recuperating from surgery in October/November, and hoped to resume his duties by this first of the year.

Ms. van Reigersberg accompanied the Secretary on his trip to Mexico, November 23–24. On December 2 she accompanied him to St. Lucia to handle bilaterals during the general assembly meeting of the Organization of American States. Mr. Zarechnak traveled to Moscow for U.S.-Soviet maritime talks, December 5–11. Mr. Hervas departed for Madrid on December 11 for another round of U.S.-Spain base talks.□

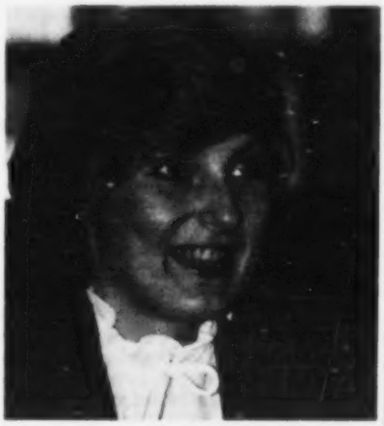
OFFICE OF SECURITY

Under Secretary RICHARD T. KENNEDY and the acting deputy assistant secretary for security, MARV GARRETT JR., addressed a Marine security guard class at Quantico, Va., December 12. LANCE PUTNEY spoke on December 11 at the ambassadorial seminar. A special-agent-in-charge conference was to be held December 14–18. An associate-director-of-security conference is scheduled for January 11–22.

Department of Look-Alikes



Her Royal Highness



Ms. Moore

WE'D LIKE to clear up some confusion. Diana, Her Royal Highness, the Princess of Wales, is *not* moonlighting as a receptionist in the Department's Diplomatic Lobby. The fact is that the person you see there is Kim Moore. Ms. Moore also acts as a tour guide and, of course, gives Department visitors the royal treatment. As to Diana, she is the one who is married to Prince Charles. Got that?

On December 7 and 8 ED LEE attended a terrorism seminar offered by the International Association of Chiefs of Police, at Gaithersburg, Md. BILL PENN traveled to the Federal Law Enforcement Training Center, Glynco, Ga., to attend an interagency meeting to discuss firearms training for special agents. JOHN JARRELL visited there to continue the arrangements to relocate basic special agents' training programs to Glynco. CHUCK BOLES participated as a controller in the two-day crisis management course presented to mid-level administrative officers by the Foreign Service Institute. Also, he traveled to Mexico in connection with the Secretary's visit.

ED WOOD visited Guatemala to consult with the regional security officer. EV KELLY and Mr. Wood attended a first responder medical training course given by the Education and Training Staff with the University of Maryland. BOB JENKINS and STEFANIE STAUFFER attended the executive performance seminar sponsored by the Foreign Service Institute, in West Virginia. GORDON HARVEY visited Europe and the Middle East for consultation with post officials on security matters. STEVE HIPSON traveled to the Middle East in connection with the Secretary's travel. WALLACE GILLIAM visited Moscow, to discuss construction of the new office building with representatives of the primary U.S. contractor, the Foreign Buildings Office and on-site security engineering officers. Mr. Gilliam also visited London. IRV BRIDGEWATER traveled to Cincinnati to inspect three fully armored cars that will soon be delivered to the Department for use at high-threat posts. LOUIS MIZELL attended the Foreign Service Institute's Latin American area studies course; participated as an instructor during a Fairfax County police department training session, speaking on terrorism and its impact on the local community; spoke to 50 senior intelligence and enforcement staff members of the Drug Enforcement Administration, on domestic and international terrorism and terrorist trends and tactics; and participated in the clandestine tactics and technology conference hosted by the International Association of Chiefs of Police in Gaithersburg, Md. DENNIS PLUCHINSKY spoke to the Foreign Service Institute's Western Europe area studies course on "Terrorism in Western Europe." Mr. Wood, PAUL SULLIVAN, DAVE AKERMAN, CHARLIE CHASE, ROGER BROWN, JEFF BOWERS and JOHN MURPHY attended a course on terrorism and crisis management, presented by the Education and Training Staff.

JOHN BEDROSIAN served as moderator of the international terrorism round table, at the student conference on U.S. affairs at the U.S. Military Academy, West Point. JOAN LOMBARDI and GEORGENE CASSELS attended an FBI conference. Ms. Lombardi also completed an administrators course. ROBERT NUERNBERGER and RICHARD WATTS attended a training session at the Federal Law Enforcement Training Center, Glynco, Ga. BARBARA SHEILDS and AMY JO WOOD traveled to New York. BOB FRANKS has been named as assistant special agent-in-charge of the Chicago Field Office. JIM MOORE has returned from a two-week scuba diving expedition to the Barbados. The Passport and Visa Branch welcomed JULIE ROTTIER to the staff. She is attending a course on computers.

JOHN McNUTT has returned to the Washington area after serving on a temporary assignment. JOHN GIBBONS and ROBERT DAVIS received awards for 10 years of Government service. CHIP COOPER and LANNY BERNIER accompanied Ambassador WILLIAM WILSON, the President's personal envoy to the Vatican, to Rome, November 17–December 5. JERRY DUMAS and KENNETH HILL accompanied Deputy Secretary WILLIAM CLARK on his trip to London and Dublin. JOE CRUM, Denver resident agent, has announced his retirement. All San Francisco Field Office agents traveled to Los Angeles to assist in protecting the Yugoslavian ambassador to the United States. JOE HAWE, ED MATSIS and PHIL WHITNEY spent three days in Hawaii providing protective security, and BRAD UPDEGROVE and PHIL WHITNEY traveled overseas for the Secretary's projected visits to Brussels, Ankara, Marrakech and Islamabad. HENRY KROHN, a re-employed annuitant, is helping with a backlog of work at the Denver Resident Agency. EDWARD GAFFNEY attended the special firearms training course in Glynco, Ga. LOU MARRANO has been temporarily assigned to fraud investigations. JOHN MURPHY attended a two-day white-collar crime seminar sponsored by the Department of Justice. DAVID MANLEY addressed the U.S. Army Security Command Seminar, at Fort George Meade, Md., regarding Department of State counterintelligence interests.□

AFRICAN AFFAIRS—At awards ceremony, from left: *Donald Booth, Linda Lipscomb, Lannon Walker, Larry Williamson, Nilsa Maysa.*

African Affairs

Assistant Secretary CHESTER A. CROCKER addressed business, black and media organizations in Chicago, November 19, on "The Role of the Private Sector in Africa." On December 10 he briefed members of the Washington Institute of Foreign Affairs on "U.S. Policy in Africa." On December 11 he addressed a meeting of the Phelps-Stokes Foundation, and briefed the Wall Street Journal editorial board in New York City. He participated in a conference at Georgetown University on "The Education of Black South Africans," December 17–18.

Senior deputy assistant secretary LANNON WALKER briefed a group of high-level diplomats from francophone African nations who are studying U.S. foreign policy-making at the University of Pittsburgh, in the Department, November 17. Deputy assistant secretary PRINCETON LYMAN briefed the Voice of America on the upcoming high-level trade mission to Africa sponsored by the Department of Commerce. The U.S. ambassador to the Congo, KENNETH BROWN, briefed visiting African diplomats, November 17.

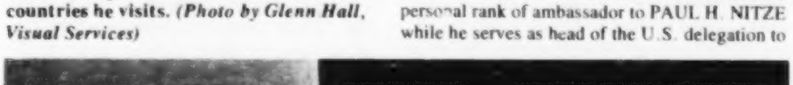
JAMES MORIARTY, Office of Southern African Affairs, participated in a conference on "U.S. Relations with South Africa," sponsored by the University of Michigan in Ann Arbor, December 14.

In the Office of East African Affairs, RICHARD ROTH, country officer for Kenya and Seychelles, accompanied Assistant Secretary of Defense BING WEST on his visit to East Africa, November 8–14. Mr. Roth then proceeded on his orientation trip to Kenya and Seychelles, November 15–December 3. BISMARK MYRICK spoke to students and faculty on "The Horn of Africa," at the Naval Academy in Annapolis, December 4. Mr. Myrick returned recently from an orientation trip to Somalia, Kenya, Ethiopia and Djibouti. BEATRICE BOVIS joined the bureau.

In the Office of West African Affairs, director ROBERT BRUCE spoke on U.S. policy in Africa, at the Air War College, Maxwell Air Force Base, November 13. THOMAS E. WILLIAMS, Nigeria desk officer, participated in an American Management Association seminar, in New York, November 30. Deputy director KATHRYN CLARK-BOURNE returned on November 22 from a two-week orientation trip to Mali, Upper Volta, Niger, Sierra Leone and Guinea, where she had consultations with embassy and local officials.

DONALD BOOTH, Office of Central African Affairs, briefed military officers at Fort Bragg, N.C., on the Sudan, November 24.□

AFRICAN AFFAIRS—*Paul P. Pometto II* of the African Roving Administrative Team, right, is presented a Silver Beaver Award by *James W. Sands,* director, International Division, Boy Scouts of America. Mr. Pometto works with Boy Scout troops in each of the African countries he visits. *(Photo by Glenn Hall, Visual Services)*



Arms Control and Disarmament Agency

Director EUGENE V. ROSTOW visited Europe November 28-December 14, accompanied by the agency's executive secretary, JOSEPH PRESEL. The principal aims of the trip to England, the Netherlands, Italy, France and Switzerland were to obtain at firsthand the views of governments, and to assess public opinion, on arms control and disarmament issues, and to explain the U.S. Government's approach to arms control. In London, on November 30, Mr. Rostow delivered the annual Winston Churchill Lecture of the English Speaking Union and, on December 11, he addressed a luncheon meeting in Geneva of the American International Club.

The President on November 20 accorded the personal rank of ambassador to PAUL H. NITZE while he serves as head of the U.S. delegation to the intermediate-range nuclear forces negotiations. The negotiations opened November 30 in Geneva and recessed December 18. In addition to Mr. Nitze, other agency representatives included NORMAN G. CLYNE, who served as executive secretary of the delegation, THOMAS GRAHAM JR.; R. LUCAS FISCHER; JOHN H. McNEILL, the delegation's legal adviser, and secretaries NANCY O. JENKINS, JULIA B. KEENZEL and HELEN MOSES. Public affairs adviser JOSEPH D. LEHMAN served as spokesman at the opening of the negotiations, and then went to the Netherlands to join Mr. Rostow on his December 1–3 visit there.

Acting deputy director ROBERT T. GREY was in Columbus, December 12 to address the Ohio State Arms Control Seminar. Mr. Grey attended a conference on U.S.-Soviet relations, at Bellagio, Italy, November 8–11, sponsored by the Soviet and East European Research Program of the Georgetown University Center for International and Strategic Studies and the Atlantic Institute in Paris. On November 12–14, Mr. Grey participated in a colloquium on "Allies in a Turbulent World: Will Cooperation Endure?", in Eindhoven, Netherlands. The colloquium was sponsored by the John F. Kennedy Institute in Tilburg.

Acting assistant director NORMAN TERRELL (Nuclear and Weapons Control Bureau) visited Mexico City, November 30–December 6, to discuss nuclear nonproliferation matters with Mexican officials. Mr. Terrell took part in a symposium in Philadelphia, November 14, on the medical consequences of nuclear weapons and nuclear war. The sponsoring organization was the Boston-based Physicians for Social Responsibility. Mr. Terrell spoke at the Air War College at Maxwell Air Force Base, Ala., October 15, and at the University of the South, in Chattanooga, October 18. LOUIS NOSENZO has been named an agency acting assitant director, in charge of the Bureau of Strategic Programs.

JACK W. MENDELSOHN, a career Foreign Service officer, has been detailed to the agency from the Department to serve as deputy assistant director in the Bureau of Strategic Programs. MARY E. HOINKES who came to the agency from the Department's Bureau of Oceans and International Environmental and Scientific Affairs, is serving as deputy assistant director in the Multilateral Affairs Bureau. HENRY J. KENNY, a career Foreign Service officer, has been assigned to the Arms Transfer Division in the Nuclear and Weapons Control Bureau. Lieutenant Colonel CURTIS REIBER has left the agency to return to the Pentagon and an assignment with the Joint Chiefs of Staff. THOMAS W. GRAHAM, director of the Office of Congressional Relations and Public Affairs, participated in an October 31 conference on arms control issues, in Newport, R.I., under sponsorship of the Newport Institute. On November 1, Mr. Graham took part in a conference on disarmament, in Providence, sponsored by the Episcopal Diocese of Rhode Island. Mr. Lehman took part

CONSULAR AFFAIRS—*Secretary Haig,* center, meets with regional directors of the 13 U.S. passport agencies and insular acceptance facilities. Left to right, front row: *Murrow Morris* (Boston), Assistant Secretary *Diego C. Asencio,* the Secretary, *Georgia Rogers* (Philadelphia), *Beatrice Mite* (Stamford) and, for Puerto Rico, *Lourdes I. de Pierluis.* Back row: *'Gene Burke* (Los Angeles), *Joseph Callahan* (New York), *Elmo Poole* (Chicago), deputy assistant secretary *J. Donald Blevins, Edward Hart* (Seattle), Under Secretary *Richard Kennedy,* associate director for passport services *Vivian Ferrin, Eugene Briggs* (New Orleans), *Louis Deaner* (Washington), *Jose Perez* (Guam), *Benjamin Jones* (San Francisco), deputy assistant secretary *Robert Fritts, Sylvester Jackson* (Houston), *Everett Damron* (Hawaii), *Jamiss Sebert* (Miami). *(Photo by David Humphrey, Visual Services)*

in a symposium on nuclear disarmament, November 11, at Williams College in Massachusetts.☐

Consular Affairs

Assistant Secretary DIEGO C. ASENCIO led a U.S. delegation to Mexico to discuss joint consular cooperation, November 10–13. On November 21, he participated as a panel member in the Congressional Black Caucus Carribean seminar. Senior deputy assistant secretary ROBERT E. FRITTS addressed the National Conference for Leaders in Teacher Education, in the Department, November 20. He spoke to the group of 400 university and college presidents and deans on immigration and foreign student issues. The bureau's JAMES WARD and EDWARD KREUSER briefed congressional caseworkers and foreign student advisers in Honolulu, November 23–24.☐

OVERSEAS CITIZENS SERVICES

ROBERT B. LANE, deputy assistant secretary, participated in the oversight hearings held by the Subcommittee on International Operations of the House Foreign Affairs Committee. Mr. Lane also addressed both the mid-level and advanced consular courses given by the Foreign Service Institute. Mr. Ward, director of the Emergency Center, traveled to Hong Kong to participate in the China consular and policy review conference, and to Manila to participate in a simulated emergency and evacuation exercise.

Overseas Citizens Services officers were briefed by officials of the Department's Operations Center. In addition to being given a description of responsibilities of the center, they were taken on a tour of its facilities.

A number of Overseas Citizens Services employees participated in a variety of courses during the month, among them BETTY KIRINCHICH, DONNA WATERS, EDWARD MARTINEZ and GEORGE FOURIER (advanced consular course); CARMEN DIPLACIDO, JAY RINI, H. EDWARD ODOM and BRIAN THOMAS (Immigration Law for the General Practitioner, sponsored by the D.C. Bar Association); RUSSELL M. WINGE (Advanced Writing for Senior Managers); TERESA HOBGOOD (Supervisory Studies Seminar), and SHIRLEY A. SARNOWSKI (How to Communicate by Letter and Memo).☐

PASSPORT SERVICES

Deputy assistant secretary J. DONALD BLEVINS opened the Passport Regional directors conference, November 16. The 13 regional directors attending were MURROW MORRIS (Boston), ELMO POOLE (Chicago), EVERETT DAMRON (Honolulu), SYLVESTER JACKSON (Houston), 'GENE BURKE (Los Angeles), JAMISS SEBERT (Miami), EUGENE BRIGGS (New Orleans), JOSEPH CALLAHAN (New York), GEORGIA ROGERS (Philadelphia), BENJAMIN JONES (San Francisco), EDWARD HART (Seattle), BEATRICE MITE (Stamford) and LOUIS DEANER (Washington). Also in attendance were JOSE PEREZ (Guam) and LOURDES I. DE PIERLUISI (Puerto Rico) from the insular acceptance facilities. The week's activities included a luncheon with Under Secretary RICHARD KENNEDY and a photo session with SECRETARY HAIG.

JAMES MURRAY, chief, Diplomatic Travel Branch; LUCILLE HERNANDEZ, Office of Citizenship, Appeals and Legal Assistance; and LORRAINE LEWIS, Office of Program Support, attended the executive performance seminar the week of November 16. JOHN JENKINS, Office of Program and Support; IDA COX, Washington Passport Agency;

and NANCY MEYER, Evaluations and Standards Division, attended the advanced consular course, November 30-December 18.☐

VISA SERVICES

CORNELIUS D. SCULLY III, director Office of Legislation, Regulations and Advisory Assistance, addressed the Practicing Law Institute, in New York, December 3–4. ERNESTINE WILSON and CHARLES STANGE attended the advanced consular course, November 30–December 18.

New arrivals included NANCY VANCON (Systems Liaison and Procedures Division), STEVE SEN (Written Inquries Branch) and GARY ONUFRAK (Telephone Inquries Branch). Departures included DONALD GRIFFIN, who left for Seoul, Korea.☐

East Asian and Pacific Affairs

Assistant Secretary JOHN H. HOLDRIDGE addressed the Secretary's Open Forum on the Association of Southeast Asian Nations, November 19. On December 3, he appeared before the House of Representatives' Committee on Interior and Insular Affairs and discussed how American territories and the Trust Territory of the Pacific Islands relate to our foreign policy of the Pacific Island region. On December 10, Ambassador Holdridge addressed the Federal Executive Institute Group at a luncheon meeting in the Henry Clay Room in the Department.

Deputy assistant secretary THOMAS P. SHOESMITH spoke at the dinner meeting of the Cleveland Council on World Affairs, December 8. The topic was U.S.-Japan relations 40 years after Pearl Harbor.

In the Office of Chinese Affairs, NEIL SILVER, China desk officer, participated in a panel discussion on our China relations, held at the Army War College in Carlisle Barracks, Pa. On November 12, TERRY OTIS, China desk officer, gave a talk on Sino-U.S. political relations for the U.S. Air Force Air Command and Staff College in Maxwell, Ala. JOHN SCHULZE participated in a round table discussion of the Inner Asia Society at the Cosmos Club, November 18. On November 3, DENNIS G. HARTER, China desk political chief, briefed the incoming Foreign Service officer class at the Foreign Service Institute on the role of the desk officer.

In the Office of Japanese Affairs, director ALBERT L. SELIGMANN traveled to Japan in September and October for consultations with U.S. and Japanese officials. He also recently participated in panel discussions at the Army War College and at the University of California at Santa Barbara. Desk officer JOE HAYES participated in civil aviation talks with the Japanese in Honolulu in mid-November. JEFF CUNNINGHAM took part in trade talks in Tokyo in early December. GREG RUBINSTEIN was a panelist at a West Point international affairs seminar. In mid-December Mr. Rubinstein traveled to Japan for a meeting of the Science and Technology Forum. LAWRENCE FARRAR has replaced GERALD SUTTON as deputy director for Japanese affairs. BARBARA LEHMAN, secretary, spent two weeks on temporary duty at the UN Mission in New York during the General Assembly session.☐

Economic and Business Affairs

MICHAEL CALINGAERT, deputy assistant secretary for international resources and food

HONG KONG—At the "China posts mini-conference," which included representatives from Beijing, Shanghai and Guangzhou, as well as others from the Department, were, from left, front row: ***Isella Burget, Arturo Macias, Joseph Sureck, James Ward, Edward Kreuser, Dee Robinson, Ginny Carson.*** **Second row:** ***Judith Strotz, Mark Sievers, Verne Keenan, Ralph Nider, Don Young, Larry Van Meter.*** **Third row:** ***Steve Fox, Larry Woodruff, Conrad Bellamy, Ted Dobbs, Ken Dong.*** **Last row:** ***Steve Schleikjer, Joe Borich, Kathy Stevens, Ken Sackett.***

MANAMA, Bahrain—At U.S. exhibition in the Arab Home and Leisure Show are deputy chief of mission *Chuck Brayshaw*. Right, Ambassador *Peter Sutherland* at the wheel, and commercial officer *Laraine Carter*. Man at left is unidentified.

policy, addressed the national convention of American Agri-women, in Grand Rapids, on "Agriculture as an Element of U.S. Foreign Policy." He gave the keynote speech to the Akron conference on world hunger, on "U.S. Efforts to Alleviate World Hunger." He then gave a speech on "Developing Public Policies Within the Context of World Trading Realities," before the National Conference on Strategic Resources, sponsored by the conference board and the U.S. Bureau of Mines, in Washington. On November 24 Mr. Calingaert testified in favor of ratification of an extension of the International Wheat Agreement, before the Senate Foreign Relations Committee.

On November 19, ANN HOLLICK, director of the Office of International Commodities, spoke to a meeting of congressional staff members, organized by the Congressional Research Service, on the State Department role in the formulation of strategic materials policy. She spoke on U.S. commodity policy on the following day at a conference on North-South relations, hosted by Columbia University. LEWIS COHEN, RAY MEYER and MILT DRUCKER, of the Commodity Policy Division, participated in consultations to establish a reciprocating-states regime among seabed mining nations, in London, November 16–20, and in Brussels, November 30–December 4.

The chief of the Industrial and Strategic Materials Division, JAMES C. TODD, headed the U.S. delegation to the November 16–20 session of the International Natural Rubber Council, in Kuala Lumpur, which was preceded by a week of committee meetings. The council resisted producer efforts to increase the rubber agreement's buffer stock price range, and agreed that the buffer stock manager should intervene vigorously and effectively to stabilize the natural rubber market.

On November 10 GILBERT DONAHUE and ROBERT GOLDBERG, Industrial and Strategic Materials Division, attended the seventh annual mineral economics symposium sponsored by the American Institute of Mining, Metallurgical and Petroleum Engineers, at George Washington University. The nature and extent of the "resource war" with the Soviet Union and the rationale for opening federal lands to mining development were discussed by academics and high-level government officials.

On November 19 and 20 JIM GAGNON, Industrial and Strategic Materials Division, visited Cabot Industries' beryllium and tantalum facilities in Reading, Pa., with other members of the interagency Annual Materials Plan Steering Committee. This committee formulates plans for the acquisition and disposal of the 94 materials in the national defense stockpile.

MARK LORE of the Tropical Products Division traveled to London as part of the U.S. delegation to the November 12–20 meetings of the International Sugar Organization. The organization council decided to extend the international sugar agreement to the end of 1984, and to improve the agreement's operational procedures. The session also met U.S. objectives by initiating organization discussions with the European Community, aimed at improving international cooperation to stabilize the world sugar market. JIM WOOLWINE of the Tropical Products Division attended the executive performance seminar in Berkeley, W. Va., November 15–20.

JAMES FERRER JR., acting deputy assistant secretary for transportation and telecommunications affairs, was in Honolulu, November 16–20, for bilateral civil aviation negotiations with Japan. The aviation negotiations chief, RICHARD BOGOSIAN, led the U.S. delegation for talks in Washington with Poland, November 30. The aviation programs and policy chief, TOM COLWELL, visited Toronto, December 9, to discuss airport pre-clearance with Canadian officials.

JAMES TREICHEL of the Office of Maritime and Land Transport participated in bilateral maritime negotiations with the Soviet Union, November 16–20, in London, and, December 7–11, in Moscow.

ARTHUR FREEMAN, director of the Office of International Communications Policy, represented the U.S. at the second assembly of the parties to the International Maritime Satellite Agreements, in London, November 23–25. The assembly noted that a maritime satellite communications network will become operational on February 1. This network is based upon the pioneering effort of four U.S. communications companies. While in London, he also held talks with various European telecommunications officials in connection with the 1982 plenipotentiary conference of the International Telecommunication Union.

DAVID H. BURNS, director, Office of Energy Producer-Country Affairs represented the United States in Paris, December 1, at the International Energy Agency's meeting of the Standing Group on Emergency Questions. **FRANK PARKER** of the same office traveled to New Orleans, December 9–10, to speak at a conference at the International Trade Mart. The chief of the General Commercial Policy Division, **TERESITA SCHAFFER**, participated in U.S.-Taiwan trade talks, December 7–8, in Taipei. In November, **ROYCE FICHTE** of the same division participated in a U.S. delegation to several Caribbean countries to discuss the administration's Caribbean basin initiative. **BRUCE MALKIN** of the same division participated in a general system of tariff preferences seminar, sponsored by the UN Conference on Trade and Development, in Bridgetown, Barbados, and San Jose, Costa Rica, December 8–16. **DONALD KURSCH**, Office of East-West Trade, attended the Organization for Economic Cooperation and Development's meeting of the Working Party on East-West Trade, in Paris, October 29–30. He also led the U.S. delegation, at special meetings on obstacles to trade and countertrade, at the Economic Commission for Europe session in Geneva, November 3–12. **RICHARD BOUCHER**, Office of East-West Trade, and **PHIL LINCOLN**, Office of Investment Affairs, traveled to Beijing for the November 16–18 meeting of the U.S.-China Joint Economic Committee.

Employees entering on duty in the bureau include **SANDRA DEMBSKI**, Trade Agreements Division, and **GERALDINE HENDRICKS**, Aviation Programs and Policy Division ☐

European Affairs

Assistant Secretary **LAWRENCE S. EAGLEBURGER** was in Bonn, Brussels and London, November 16–21, to consult with government officials and to chair a meeting of the Special Consultative Group on Intermediate-Range Nuclear Forces Arms Control, at NATO headquarters in Brussels, November 20. On November 30, he addressed the Council on Foreign Relations in New York. Mr. Eagleburger accompanied Deputy Secretary **WILLIAM CLARK** to London and Dublin, December 3–6; addressed the European Democratic Union conference in Bonn, December 7; and joined **SECRETARY HAIG** in Brussels, December 8, to participate in the fall ministerial meeting of the North Atlantic Council. Deputy assistant secretary **H. ALLEN HOLMES** traveled to Williamsburg, Va., to participate in the 200th anniversary of the Battle of Yorktown, and the visit of the French president to the celebrations, October 17–19. Acting deputy assistant secretary **DAVID C. GOMPERT** participated in a meeting, November 20, of NATO's Special Consultative Group on Inter-

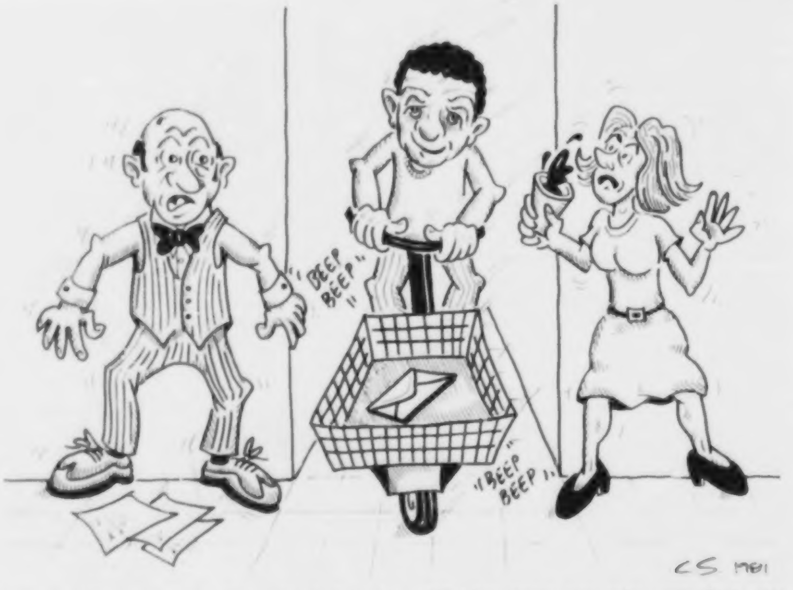
WARSAW, Poland—At awards ceremony, from left: economic/commercial counselor *Ralph R. Moore*, commercial officer *Milton M. Rose*, secretary *Joan E. Bebick*, Ambassador *Francis J. Meehan*, Foreign Service national employees *Julianna Junosza-Szaniawska* and *Barbara Dabrowska*, agricultural attache *Guy Haviland*.

mediate-Range Nuclear Forces Arms Control, at NATO headquarters in Brussels. Mr. Gompert accompanied Secretary Haig to Brussels as a member of the U.S. delegation to the fall ministerial meeting of the North Atlantic Council, December 10–11. He then went to Madrid for bilateral consultations, December 11, with Spanish defense and foreign ministry officials.

PASQUALE DiTANNA and KENNETH THOMAS, from the bureau's Budget Office, visited Embassy Ottawa and the consulate general in Calgary, December 14–18, to review transfer of the accounting and disbursing functions for Canada from the Washington Finance Center to the Regional Administrative Management Center in Paris.

Ambassador DAVID ANDERSON, Yugoslavia, was in the Department on consultations, November 30-December 3, and delivered an address at the meeting of the U.S.-Yugoslav Economic Council, in New York, December 4. Ambassador ROBERT L. BARRY, Bulgaria, was sworn in on November 27 and arrived at post December 1. Ambassador RAYMOND C. EWING, Cyprus, was in the Department December 5–10, during the visit of Cyprus PRESIDENT KYPRIANOU to Washington. Ambassador EVAN G. GALBRAITH, France, was sworn in on November 13 and departed for his post on November 22. Ambassador FRANCIS J. MEEHAN, Poland, was in the Department for consultations December 1–11. Ambassador GEORGE S. VEST, European Communities, Brussels, was in Washington to participate in the semiannual U.S.-European Communities high-level consultations, in the Department, November 19–20. The U.S. delegation, headed by Under Secretary MYER RASHISH, included the acting assistant secretary, Mr. Holmes, and deputy assistant secretary THOMAS M.T. NILES.

LOLITA MERCADO, a Foreign Service national employee from Embassy Bonn, visited the bureau, December 9 and 10. ROBIN PORTER, environmental officer for the Office of Canadian Affairs, traveled to Cleveland, November 17–20, to participate in the annual meeting of the International Joint Commission, United States and Canada, on Great Lakes water quality matters. JOHN C. KORNBLUM, director, Office of Central European Affairs, traveled to New York, November 17–18, to participate in discussions at the Louis Lehrman Foundation. JAMES TOBIN, Office of Central European Affairs, accompanied him. Mr. Kornblum traveled to Berlin, Bonn and Bern for consultations, November 29-December 8, and to Brussels, December 8–11, to participate in quadripartite meetings on Berlin at the NATO ministerial session. RONALD J. NEITZKE, Czechoslovak desk officer, Office of Eastern European Affairs, traveled to Paris in early December for consultations with the Tripartite Gold Commission. CHARLES H. THOMAS, director, Office of European Security and Political Affairs, traveled to Belgium and Spain, December 7–11. In Brussels he was a member of the U.S. delegation to the fall ministerial meetings of the NATO Defense Planning Committee, December 8–9, and the North Atlantic Council, December 10–11. He then accompanied the acting deputy assistant secretary, Mr. Gompert, to Madrid, for bilateral consultations with Spanish defense and foreign ministry officials. VLADIMIR LEHOVICH, deputy director, Office of European Security and Political Affairs, and RAY L. CALDWELL, officer-in-charge of political affairs, accompanied Secretary Haig to Brussels as members of the U.S. delegation to the fall ministerial meeting of the North Atlantic Council, December 10–11. LORETTA OLIVER and PHYLLIS WILLIAMS, Office of European Security and Political Affairs, were members of the staff support team for the meeting. AVIS BOHLEN officer-in-charge, and STEVE PIFER, of the Strategic Affairs and Arms Control Section, attended a meeting of NATO's Special Consultative Group on Intermediate Nuclear Forces Arms Control, in Brussels, November 20. JOHN KING, officer-in-charge of the Defense Policy Section of the Office of European Security and Political Affairs, attended the mid-November session of the Spanish base negotiations, in Madrid, as a member of the Defense working group. Lieutenant Colonel THOMAS SUTER, of the same office, attended the NATO multilateral defense review in Brussels, in late November. WILLIAM A. MOFFITT, Office of European Security and Political Affairs, was a member of the U.S. delegation to the fall plenary meeting of the NATO Committee on the Challenges of Modern Society, at NATO headquarters, November 17–18. Presidential assistant EDWIN L. HARPER headed the delegation, which included representatives from the Department of Transportation, Environmental Protection Agency and the Council on Environmental Quality.



"Neither snow, nor rain, nor sleet, nor slick lineoleum shall stay these couriers . . ."

C. EDWARD DILLERY, director, Office of Southern European Affairs, traveled to Brussels for the NATO ministerial meetings, December 9–10. He also visited Ankara, Istanbul, Athens, and Nicosia, for consultations. LAWRENCE N. BENEDICT, Turkish desk officer, Office of Southern European Affairs, attended the Organization for Economic Cooperation and Development's Working Party II meeting, on Turkey, in Paris, and also had consultations in Brussels and Bonn, December 4–16. WILLIAM GARLAND, officer-in-charge for Portuguese affairs, Office of Western European Affairs, was in Portugal for consultations, November 8–20.☐

Human Rights and Humanitarian Affairs

On December 10, Human Rights Day, ELLIOTT ABRAMS left his former position as assistant secretary for international organization affairs and was sworn in as assistant secretary for human rights and humanitarian affairs. Acting assistant secretary STEVE PALMER testified, October 28, on asylum policy and procedures, before the House Subcommittee on Immigration, Refugees and International Law. He was the alternate representative on the U.S. Government delegation to the international conference of the Red Cross, in Manila, November 9–14. The delegation was led by JAMES B.

HOLDERMAN, president of the University of South Carolina, and included **FRANK A. SIEVERTS**, Office of Refugee Programs, who served as secretary. On December 10, Mr. Palmer and acting deputy assistant secretary **THERESA TULL** represented the bureau at hearings, on human rights in Africa, before the House Subcommittee on Africa and the Subcommittee on Human Rights and Internatoinal Organizations. Miss Tull also represented the bureau at hearings on human rights in East Asia, on November 16, held jointly by the Subcommittee on Asian and Pacific Affairs and the Subcommittee on Human Rights and International Organizations.

PETER SARROS, acting deputy assistant secretary, participated on the December 8 hearings on Guatemala, before the House Subcommittee on International Development Institutions and Finance. The bureau officer for Europe, **HUGH SIMON**, served as secretary to the U.S. delegation to the Conference on Security and Cooperation in Europe, meeting in Madrid during November. **JUDY JAMISON**, bureau public affairs officer, spoke to a graduate seminar at Georgetown University, December 4, on general human rights policy and security assistance. ☐

Inter-American Affairs

DALE M. POVENMIRE, labor adviser for the Bureau of Inter-American Affairs, Office of Regional Political Programs, traveled to New York, November 15-19, to attend the 100th anniversary convention of the AFL-CIO. She met with Latin American trade union leaders attending the Convention. **GERALD C. McCULLOCH**, international organizations-refugees/migration officer for the Regional Political Programs Office, visited refugee camps in Costa Rica, Honduras and Nicaragua, December 7-21, and discussed refugee programs with U.S. embassies. **FRANK CRIGLER**, **JOHN PENFOLD** and **BOB SERVICE** participated in the American Bar Association workshop on "The United States and Latin America: Continuity and Change in the Relationship," in San Diego, December 10-12. ☐

PORT-OF-SPAIN, Trinidad and Tobago—Former chargé *Joseph E. O'Mahony* gives consular officer *John D. Markey* Meritorious Honor Award.

International Narcotics Matters

Assistant Secretary **DOMINICK L. DiCARLO** and deputy assistant secretary **CLYDE D. TAYLOR** consulted in November with our missions and senior host government officials in Peru and Colombia concerning our collaborative narcotics control programs. The heads of Peru's law enforcement agencies and the new minister of interior reemphasized Peru's commitment to illicit coca eradication. They also expressed serious concern over the coca abuse trends. The visit to the Upper Huallaga Valley focused on the prospects for the companion AID rural development project and the bureau's coca suppression project agreement which was recently signed. Discussions with Colombia's minister of defense, the national police chief and the attorney general were directed to coca eradication in southern Colombia and a clearer understanding of what can be done to control marijuana production in the north.

ALBERT L. GLAD, chief of the Global Support Division, was an observer at a seminar sponsored jointly by the International Narcotics Control Board and the government of Mexico at Mexico City, December 1-6. The meeting, designed for drug-control officials from Latin American and Caribbean nations, was also attended by observers from other nations and the UN drug-control agencies.

JOHN A. McLAUGHLIN, aviation adviser, Office of Global Strategy and Support, attended an industry-wide meeting on agricultural aircraft at Las Vegas, Nev., December 9-10.

On November 30, **PAUL J. GLASOE**, chief of the Americas Division, signed documents in Miami with the British governor of the Turks and Caicos Islands to transfer title of a seized vessel to the TCI. In mid-December he also traveled with Assistant Secretary DiCarlo to New Orleans, to confer with Mexican officials in a quarterly review of the National Aeronautics and Space Administration's remote opium sensing project for the narcotics program in Mexico. **JOSEPH McLEAN**, program officer for Mexico, also accompanied them.

Americas Division program officer **MARY JEANNE REID MARTZ** received a Superior Honor Award for her sustained superior performance in dealing with the successful implementation of narcotics control policy and programs with Brazil, Bolivia, Colombia and Ecuador.

JAMES VAN WERT, executive director/controller, attended the Fifth Border States Crime Conference in Las Cruces, N.M., November 18-20. He participated in a panel discussion on the Reagan administration's federal priorities related to bilateral issues affecting the United States and Mexico; i.e., drug control efforts in the two countries.

DEWEY R. WATKINS, deputy controller, traveled to Bolivia and Haiti, November 28-December 14, to review the Narcotics Assistance Unit's financial records and to consult with embassy officials. **CHRISTINE HANSON**, Office of the Executive Director/ Controller, attended the 1981 International Conference of WANG users in Boston, November 8-11. New applications in the field of word and data processing were presented during the 3-day conference. **NORMAN ROSNER**, budget analyst, was presented a 40-year length of service award at a ceremony on December 2. ☐

International Organization Affairs

NICHOLAS PLATT has been acting as as-

VATICAN CITY—Members of the U.S. delegation to the conference of the UN Food and Agriculture Organization are granted audience with *Pope John Paul II*. From left: *Scott B. MacKenzie, Edmund M. Parsons, Gordon L. Streeb.*

sistant secretary since December 11. The President accepted the resignation of ELLIOTT ABRAMS as assistant secretary for the bureau, December 10, when he was sworn-in as assistant secretary for human rights and humanitarian affairs. Mr. Platt and DOUGLAS McELHANEY, political officer in the Office of UN Political and Multilateral Affairs, attended a Namibia contact group meeting, in Ottawa, December 7–9. R. GRANT SMITH, deputy director for dependent areas, Africa, Latin America, multilateral and institutional issues, Office of UN Political and Multilateral Affairs, left on December 24 for New Delhi, as chief of the political section. LACY A. WRIGHT JR., was his replacement. He transfered from the Bureau for Refugee Programs. BRENDA JONES, secretary in UN Political and Multilateral Affairs, served as a secretary to the delegation for the UN General Assembly, November 30–December 11. JOHN W. McDONALD JR., spoke to the National War College, November 30, on economic development and the United Nations; to the Foreign Service Institute, December 14, on the art of negotiations, and to the Coordinating Council on Juvenile Justice, December 16, on International Youth Year. JEAN GERARD was sworn-in as U.S. ambassador to UNESCO, November 13. The following week, she presented her credentials to UNESCO director general AMADOU MAHTAR M'BOW, in Paris. On December 7, she returned to Washington to attend the annual meeting of the U.S. National Commission for UNESCO, and to convey her initial impressions of UNESCO. At this meeting, the commission elected, as its new chairman, JAMES HOLDERMAN, president of the University of South Carolina. JAMES D. PHILLIPS, director, Office of Communications and UNESCO Affairs, and BERNARD ENGEL, executive director of the U.S. National Commission for UNESCO, also addressed the annual meeting. Between November 4 and 11, Mr. Phillips and WILLIAM HARLEY, media consultant to the National Commission on UNESCO, traveled to Mexico, Venezuela and Peru for a series of consultations with government and media officials on the upcoming international program for the development of communications, scheduled for this month. MARTIN JACOBS, officer-in-charge of communications in the Office of Communications and UNESCO Affairs, met with West European officials at The Hague, December 19–22, to discuss strategies and action projects of the international program for the development of communications.

NORMAN SHAFT attended the meeting of the International Labor Organization's governing body, November 9–20, in Geneva, with representatives of the Departments of Labor and Commerce. Mr. Shaft also visited Vienna prior to the November 16–20 meeting of the UN Industrial Development Organization. HERBERT THOMAS served as alternate head of the delegation at the assembly of the Intergovernmental Maritime Consultative Organization, in London, November 9–20. HERBERT G. WING, chief, humanitarian development division, in the Office of International Development, and RICHARD A. CHRISTENSEN of the division participated in the special session of the UN Children's Fund executive board, in New York, October 22–24.

KAREN SMITH has transferred to the Bureau of Human Rights and Humanitarian Affairs. AUDREY DIX has retired from the Office of International Economic Policy. She has been replaced by **SUSAN STONE**, from the Bureau of European Affairs. **CAROLYN LEE** has been assigned to the Office of Policy Management from the Bureau of Economic and Business Affairs. **JOHANNA MISEY** and **KARYN HAWKINS** worked in the bureau during the holidays. **PETER BIELACK**, from ICA, has been detailed to the Office of Communications and UNESCO Affairs. **JOY ROGERS** has been assigned to the Foreign Service Institute before departing for Thailand.☐

Legal Adviser's Office

Legal adviser DAVIS R. ROBINSON addressed the Association of the Bar of the City of New York, November 9, on developments in the Iran-U.S. Claims Tribunal, established in The Hague to adjudicate commercial and financial claims. On November 19 Mr. Robinson testified before the House Oversight Committee on monopolies and commercial law concerning international aspects of antitrust enforcement. On December 3 he testified before the Senate Judiciary Committee on S432, a bill concerning the application of U.S. antitrust legislation to transnational business activities.

NANCY ELY, assistant legal adviser for African affairs, accompanied Assistant Secretary CHESTER CROCKER on the Namibia Contact Group mission to southern Africa October 27–November 8.

RONALD BETTAUER, assistant legal adviser for nuclear affairs, spoke to the Committee on Nuclear Technology and Law of the Association of the Bar of the City of New York, November 23, on U.S. nuclear nonproliferation policy and the role of the Office of the Legal Adviser in international nuclear matters. JOHN ARBOGAST, also of the nuclear affairs legal office, was a member of the U.S. delegation to the Sixth Meeting of the Expert Group on International Plutonium Storage, held at the International Atomic Energy Agency headquarters in Vienna November 16–20. He also was a member of the U.S. team which held nuclear discussions with Mexico, December 2–3 in Mexico City.☐

Near Eastern and South Asian Affairs

Assistant Secretary NICHOLAS VELIOTES addressed the National Council of Jewish Women, in the Department, November 17. On November 18, deputy assistant secretary JOSEPH TWINAM traveled to Birmingham, Ala., where he spoke before the Rotary Club.

On November 4, ROBERT PELLETREAU, director, Office of Arabian Peninsula Affairs, addressed the Harvard Club in Cambridge, Mass. The next day, Mr. Pelletreau went to the University of Vermont, where he participated in a panel discussion on the Mideast sponsored by the international affairs organization there. QUINCEY LUMSDEN, deputy director, Office of Arabian Peninsula Affairs, spoke to a group of students from Randolph-Macon College, in the Department, November 9. ROGER MERRICK, deputy director for Saudi Arabia and the Yemen, Office of Arabian Peninsula Affairs, traveled to Sarasota, Fla., November 13–14, where he spoke to the United Nations Association, the University of Pennsylvania Club and at University of South Florida campuses in both Sarasota and Tampa.

CHARLES HILL, director, Office of Israeli and Arab-Israeli Affairs, met with students from American University's Washington Semester Program, on November 13. TED CUBBISON, political officer, Office of Israeli and Arab-Israeli Affairs, spoke to a group of students from Alamance College, in the Department, November 12. On November 18, Mr. Cubbison addressed the Southern New Jersey Jewish Welfare Federation at a Department meeting. THOMAS MILLER, political-military officer in the same office, addressed students from Radnor High School during their visit to the Department, November 19.

JOHN HAMILTON and EDMUND HULL, Office of North African Affairs, traveled to the Naval Academy in Annapolis, November 4, where they addressed a number of classes on matters concerning North Africa. On November 30, BETH JONES, country officer for Lebanon, spoke to students from the Baltimore Friends School, at a Department session. ANDY SENS, deputy director, Office of Iranian Affairs, participated in discussions in London, November 24, with representatives of the Government of Iran and U.S. banking executives regarding outstanding claims settlement issues.

Ambassadors recently consulting in the bureau included WALTER CUTLER, ambassador-designate to Tunisia, and SAMUEL LEWIS, from Israel.☐

SINAI SUPPORT MISSION

FRANK G. TRINKA, director, Sinai Field Mission, was in the Department for consultations in early December. LEROY C. SIMPKINS arrived at the field mission in November, to begin a tour of duty as a liaison officer, on a direct transfer from Belgrade. JAMES WALLEN, associate director for engineering, traveled to the Middle East in December, on temporary duty. DIANNE ANDRUCH, secretary, arrived at the field mission in mid-December for a month's temporary duty.☐

Oceans and International Environmental and Scientific Affairs

On November 16, principal deputy assistant secretary HARRY R. MARSHALL JR. and RICHARD BENEDICK, coordinator of population affairs, with Assistant Secretary for Inter-American Affairs THOMAS ENDERS, met with a group of business executives to discuss possible roles for private industry in the field of population and development in the Caribbean Basin and in Latin America generally. On November 17, Assistant Secretary JAMES L. MALONE and Mr. Benedick, with Under Secretary JAMES BUCKLEY, met with the same group to discuss these issues in a global perspective. The group included, among others, senior executives of First Boston Corp. and General Motors Overseas Corp.

TUNIS, Tunisia—Charge d'affaires *David L. Mack* presents Superior Honor Award to administrative counselor *Elaine B. Schunter.*

During December 1–4, Mr. Marshall was in Mexico City for discussions with government of Mexico officials regarding several bureau responsibilities. On December 2, he participated with deputy secretary of energy KENNETH DAVIS in a discussion with government of Mexico representatives regarding nuclear cooperation. Mr. Marshall outlined the approaches which could be taken to conclude an appropriate intergovernmental arrangement. Also participating on the U.S. delegation were BEN RUSCHE, special assistant to the secretary of energy, and CLIFTON METZNER, American embassy science counselor, and other representatives of the Department of Energy and officials from the Arms Control and Disarmament Agency and the National Regulatory Commission. The government of Mexico delegation was co-chaired by FERNANDO HIRIART, subsecretary for mines and energy in the Secretariat for Patrimony and Industrial Development, and Ambassador MANUEL TELLO, subsecretary for multilateral affairs in the Secretariat of External Relations.

During the latter two days Mr. Marshall served as co-chairman of the U.S. delegation to the U.S.-Mexico Mixed Commission on Science and Technology. With the chairman, National Science Foundation director John B. Slaughter, a review of the work of approximately 150 joint programs since 1979 was conducted and plans for the work of the Mixed Commission during the 1981–83 period were formulated. The chairman of the government of Mexico delegation was Ambassador JORGE EDUARDO NAVARETTE, under secretary for economic affairs, Secretariat of External Relations, and the co-chairman was Dr. EDMUNDO FLORES, director general, National Council of Science and Technology. In addition, SAMUEL THOMSEN and GLORIA GASTON-SHAPIRO, Office of Cooperative Science and Technology Programs, participated in the meeting and provided reports to the commission. Also on the U.S. delegation were BONNIE KNOLL, Bureau of Inter-American Affairs; Department of Energy assistant secretaries JOSEPH TRIBBLE and HENRY THOMAS; MARGARET G. FINARELLI from the National Aeronautics and Space Administration; Dr. BODO BARTOCHA from the National Science Foundation; and Dr. JOAN WALLACE from the Department of Agriculture.

During his stay in Mexico City, Mr. Marshall also met with JOSE ANDRES OTEYZA, secretary of patrimony and industrial development, and Dr. MANUEL LOPEZ PORTILLO, subsecretary for environmental protection.

Deputy assistant secretary for environment, health and natural resources MARY ELIZABETH HOINKES left the bureau, November 14, to assume the position of deputy assistant director for multilateral affairs in the Arms Control and Disarmament Agency. Dr. DONALD R. KING, director of the Office of Environment and Health, has been appointed acting deputy assistant secretary. Prior to her departure, Mrs. Hoinkes traveled to Brussels to conduct the annual consultations on environmental matters with the European Community. Later, Mrs. Hoinkes and Dr. King participated in an Organization for Economic Cooperation and Development environment committee workshop on global issues, in Paris. Mrs. Hoinkes also attended the meeting in Paris of the bureau of the Organization for Economic Cooperation and Development environment committee, of which she is vice chairman, and then she and Dr. King traveled to Geneva for the second session of the Economic Commission for Europe interim executive body for the convention on long-range transboundary air pollution, of which Mrs. Hoinkes is chairman.

Dr. King attended the informal consultations of the members of the governing council of the UN Environment Program in Nairobi, November 13–23.

BRIAN S. HALLMAN, Office of Fisheries Affairs, attended the annual meeting of the International Commission for the Conservation of Atlantic Tunas in Tenerife, Canary Islands, November 11–18.

JOHN P. BORIGHT, acting deputy assistant secretary for nuclear energy and energy technology affairs, attended the International Atomic Energy Agency fourth session of the Committee on Assurance of Supply in Vienna, November 9–13. He also attended the International Atomic Energy Agency export group on international plutonium storage in Vienna, November 16–20.

ALLEN SESSOMS, Office of Nuclear Technology and Safeguards, represented the Department at meetings of the six party Hexapartite Safeguards Project in Tokyo, November 4–13. The members of the project are Australia, the International Atomic Energy Agency, the European Atomic Energy Agency, Japan, the governments of the Uranium Enrichment Corporation (the Federal Republic of Germany, the Netherlands and the United Kingdom) and the United States. He also participated in bilaterals with Japan on a wide range of nuclear safeguards issues.

ROBIN DeLaBARRE, Office of Nuclear Export Control, attended the nuclear weapons orientation course at the Interservice Nuclear Weapons School at Kirkland Air Force Base, Albuquerque, N.M., November 30-December 4.

On October 27 Dr. JOHN G. DARDIS of the Office of Nuclear Export Control visited Babcock and Wilcox, Lynchburg, Va., to discuss the manufacture of nuclear research reactor fuels.

RICHARD BENEDICK, coordinator of population affairs, participated in the annual meeting of the International Society of Reproductive Medicine in New Orleans, November 12–13, and delivered an address on "Demographic Trends and Public Policy." The meeting brought together biomedical researchers and scientists from many countries to examine the current status of research in reproductive biology. On November 30-December 1, Mr. Benedick, with Dr. JARRETT CLINTON, AID director for health and population, represented the United States at the annual meeting in Geneva of donors to the World Health Organization special program of research in human reproduction. This program supports applied research in family planning methods, as well as institution-strengthening activities in many developing countries.

JAYETTA NEAL has joined the staff of the Office of the Executive Director, and WANDA PERMINTER has joined the Office of Ocean Law and Policy.☐

Politico-Military Affairs

Director RICHARD R. BURT accompanied the Secretary on his appearance before the Senate Foreign Relations Committee, November 4, to testify on the foreign policy and arms control implications of strategic force modernization. On November 10 Mr. Burt testified before the Subcommittee on Arms Control, Oceans and International Operations, and Environment of the Senate Foreign Relations Committee on the use of chemical weapons in Asia. The Public Broadcasting System conducted an interview with Mr. Burt on theater nuclear forces which was syndicated for broadcast through the PBS network on November 12. In mid-November he traveled to Brussels with Assistant Secretary for European Affairs LAWRENCE S. EAGLEBURGER, to brief NATO ministers on the U.S. negotiating position for the Intermediate Nuclear Forces talks which commenced in Geneva on November 30.

Mr. Burt participated in the meeting of the Senior Consultative Group in Brussels, November 20. On November 24, he testified before an executive session of the Senate Foreign Relations Committee with Assistant Secretary Eagleburger and Ambassador PAUL NITZE on the INF negotiations. The Cable News Network initiated a new series of live satellite telecasts featuring prominent American and Soviet government officials, November 28, by a broadcast on the INF negotiations which consisted of a live interview with Mr. Burt in Washington and VITAILY KUBISCH, section chief in the international department of the Communist Party of the Soviet Union in Moscow. Mr. Burt traveled to Bonn to present a speech to the Friedrich Ebert Foundation, December 2, which stressed the importance of the NATO alliance and the maintenance of a credible nuclear deterrent as the best course for avoiding war and insuring European independence and integrity. The U.S. delegation to London to conduct bilateral talks with the British Ministry of Defense and Foreign Office, December 3 and 4, was led by Mr. Burt and included RICHARD HAASS, director of Regional Security Affairs, and Commander Michael Austin, principal naval adviser.

ROBERT D. BLACKWILL, principal deputy director of the bureau, gave a presentation on U.S.-European relations at the Rand Corp. in Santa Monica, Calif., November 23. In late November, he traveled to Tokyo for discussions with the

Japanese government and to participate in an international symposium sponsored by YOMIURI SHIMBUN and the International Institute for Strategic Studies on "Security, Peace and Survival: East Asia and the International Order in the 1980s." Mr. Blackwill was in Beijing in early December for talks with Chinese counterparts. Deputy director LESLIE H. BROWN presented a speech on arms transfer policy and security assistance to the American Institute of Aeronautics and Astronautics in Boston, November 11. On December 10, he addressed senior government executives in a foreign policy seminar at the Federal Executive Institute on "Decision-making in the National Security Field." Deputy director ROBERT DEAN spoke on "The Status of Theater Nuclear Force Negotiations" to the Washington Institute of Foreign Affairs, November 17. JON SMRTIC, special assistant to the director, participated in a conference on the future of conflict, sponsored by the Georgetown Center for Strategic and International Studies, November 23–24. Also attending the conference were JOSEPH P. SMALDONE, chief of the Arms Licensing Division of the Office of Munitions Control, and WILLIAM C. RENNAGEL, staff director of the Technology Transfer Assessment Staff.

CHRISTOPHER M. LEHMAN, director of the Office of Strategic Nuclear Policy, gave a lecture at the National Defense University, December 1, on "The Political Use of Military Force in Support of U.S. Foreign Policy." On December 10, he addressed the student body at Brigham Young University on U.S. strategic doctrine and arms control and spoke to the Provo Rotary Club. He also appeared on a KBYU-TV public affairs program and was interviewed by KRCL-FM in Salt Lake City.

GREGORY M. SUCHAN, also of the Office of Strategic Nuclear Policy, participated in a symposium, November 20, at the Georgetown University School of Foreign Service on "America in the World of the Eighties."

IRWIN PERNICK, deputy director of the Office of Security Assistance Special Projects, spoke to a Georgetown University graduate school class on "Security Assistance and Foreign Policy" and to Yeshiva University undergraduates on "Arms Transfers in National Policy," December 7. He also gave an address on "State Department Perspectives on Multinational Defense Agreements," at Fort Belvoir's Defense Systems Management College, December 9.

RICHARD HAASS, director of the Office of Regional Security Affairs, addressed the 1981–82 class of the Naval Command College on "New Directions in Security Assistance," November 17. He also gave a lecture at the U.S. Coast Guard Academy in New London, Conn., November 23. The title of the lecture was "Managing International Order in the 1980s." On December 15, he spoke to the Center for International Affairs at Harvard University on "The Reagan Administration's Approach to Regional Order."

EDWARD MALLOY, director of the Office of Nuclear Policy and Operations, and Lieutenant Colonel WARREN UTHE attended an all-day interagency seminar on nuclear weapons security, held at the Pentagon, December 2.

BLAIR MURRAY, of the Office of Theater Military Policy, was in New York in November participating in the debate in the First Committee at the 36th UN General Assembly, concerning the use of chemical and biological weapons in Afghanistan and Southeast Asia.

ARCHIE M. BOLSTER and Colonel ROCCO VENTRELLA, of the Office of Security Assistance and Sales, attended the security assistance management course at the Defense Institute of Security Assistance Management, Wright-Patterson Air Force Base, in Dayton, O., in late October.

JOSEPH P. SMALDONE, chief of the Arms Licensing Division, spoke on arms export licensing at a workshop of Defense Investigative Service regional officers, October 6. During October 21–24, he attended the African Studies Association's meeting in Bloomington, Ind., where he delivered a paper on "U.S." Arms Transfer and Security Assistance Programs in Africa." □

Public Affairs

Office of Public Programs: Fifty representatives of the National Council of Negro Women attended a special briefing in the Department, November 12. Ambassador JOAN CLARK gave welcoming remarks. Others participating in the briefing were JOHN ANDEREGG and JEAN LECHE, Office of Equal Employment Opportunity and Civil Rights; BONNIE FRANK, Women's Action Organization; WILLIAM HUDSON, Bureau of African Affairs; and PAULA GODDARD, AID. VIRGINIA BUTLER, of the Bureau of Administration, served as moderator, and MARIE BLAND was coordinator for the briefing.

SECRETARY HAIG hosted a foreign policy conference for leaders in teacher education, November 20. Four hundred university and college presidents, deans and directors of international programs from across the country were in attendance. The Secretary was joined by other senior officials from the Department, AID and ICA. The Department cosponsored this conference with the American Association of Colleges for Teacher Education and the International Council on Education for Teaching. RAYMOND G. H. SEITZ, deputy assistant secretary for public affairs, served as moderator, and BETTY CHRISTINA as conference manager.

Office of the Historian: On November 13, the office hosted the annual meeting of the Advisory Committee on Diplomatic Historical Documentation. The highlight of the meeting was former Ambassador U. ALEXIS JOHNSON's commentary on "The Geneva Conference, 1952–1954," the most recent "Foreign Relations" volume. On November 14, N. STEPHEN KANE took part in a panel discussing "Politics and Economic Development in the Third World," at the 13th annual meeting of the Northeastern Political Science Association, in Newark, N.J. On November 19, EDWARD KEEFER delivered a paper on the official view on Vietnam, 1950–1973, at a conference entitled "Vietnam and the Opinion Makers," sponsored by the World Without War Council. DAVID PATTERSON published an article entitled "A Historical View of American Security," in the fall issue of "Peace and Change." ROBERT McMAHON's book, "Colonialism and Cold War: The United States and the Struggle for Indonesian Independence, 1945–49," was recently published by the Cornell University Press. KATHLEEN CROSSETT was detailed to the Executive Secretariat Staff, December 1–8, during the Organization of American States, conference in St. Lucia. MARGARET GOURLAY, formerly of the Bureau of Intelligence and Research, joined the Office of the Historian as a research assistant, December 14. ■

Money quiz

Q—Are there any tax benefits from owning U.S. savings bonds?

A—Yes. Reporting of interest for federal income tax purposes may be deferred until EE bonds are cashed, disposed of or reach final maturity, whichever occurs first. Also, your bonds are exempt from state and local income taxes and personal property taxes.

Q—Do U.S. savings bonds become part of an estate?

A—If, upon the death of the owner, there's a surviving owner or beneficiary named on the bonds, the bonds do not form a part of an estate for probate purposes. However, their value must usually be included in computing the gross estate for estate tax and inheritance tax purposes.

Q—How safe are my U.S. savings bonds?

A—They're backed by the full faith and credit of the U.S. Government. If lost, stolen, mutilated or destroyed, they will be replaced free on request—and will bear the original issue dates.

Q—What's one way to avoid paying federal tax on the interest your U.S. savings bonds earn?

A—Cash bonds in after you've retired—in the period during which your contributions to the retirement fund are being returned to you in the form of monthly payments. It is likely that all of your accrued interest will be offset by tax exemptions and deductions.

Obituaries

Andrew Vincent Corry, 77, who was ambassador to Sierra Leone, Ceylon and Maldives, died of emphysema on November 24, in a hospital in San Diego.

Mr. Corry

Mr. Corry was a Government consultant for several years before joining the Foreign Service in 1947. His early assignments included special assistant to the director of the Office of American Republic Affairs; minerals officer and special assistant to the ambassador in New Delhi; and commercial officer in Madrid. After serving in Lahore as consul general, he was assigned to the Foreign Service Institute in 1961 as a training officer. He was appointed ambassador to Sierra Leone in 1964, and to Ceylon (now Sri Lanka) and Maldives in 1967. In 1954 he received the Department's Commendable Service Award. He retired in 1969.

Born in Montana, Mr. Corry was an assistant geologist for the state's Bureau of Mines and Geology, 1930–33. Also during those years he was a teaching fellow and assistant professor of geology at the Montana School of Mines. A graduate of Harvard and a Rhodes scholar, he earned two additional bachelor degrees, and a master's, at Oxford University in England. He completed a second master's at Montana State University.

There are no known survivors. ☐

Norman N. Nelson, 66, a budget and fiscal officer who retired in 1972, died on November 23. Mr. Nelson was born in Nebraska. During the war, he served overseas in the Army. He was employed as an accounting and financial officer with the Department of the Air Force from 1954 until 1960, when he joined the Foreign Service. His assignments included Mogadiscio, Madrid, Copenhagen and Moscow as budget and fiscal officer; Kuala Lumpur as budget/fiscal/disbursement officer; and Saigon as disbursement officer. Survivors include his wife. ☐

James R. Warren, 85, who served for 40 years as a Department chauffeur, died of cancer on November 23 at the Johnson Sisters Nursing Home in Washington. The personal chauffeur for 11 secretaries of State, from Charles Evans Hughes to Dean Rusk, he joined the Department in 1922 during the Harding administration. He retired in 1962.

Mr. Warren

Mr. Warren was a lifelong resident of Washington. During the first world war, he served in the Army. Survivors include his wife, one son, one daughter, six grandchildren and eight great-grandchildren. ☐

James S. Cunningham, 70, a Foreign Service officer who retired in 1968, died on October 29. During the early years of his career, which began in 1945, he served as a transmitter supervisor in Munich and a radio engineer in Vienna and Bonn. He became an intelligence research specialist in 1951, and an intelligence research analyst in 1954. Mr. Cunningham was acting chief of the Division of Research for American Republics, 1957–58. He served as first secretary in Tegucigalpa, Asuncion and Montevideo. His last assignment was to the Office of the Historian in 1966.

Born in California, Mr. Cunningham earned a bachelor's, master's, and Ph.D. at the University of California. He was an associate professor at Goucher College, 1946–51. During the war, he served overseas in the Army. Survivors include his wife and two sons. ☐

Archibald E. Gray, 80, who served as consul general in Halifax and Salisbury before retiring in 1951, died in early November. Joining the Foreign Service in 1928, he served as vice consul in Callao-Lima and Bordeaux. He was consular officer and third secretary in Helsingfors, and consular officer and second secretary in Helsinki, Santiago and Port-au-Prince. Other assignments were to Barcelona, Amsterdam and Berlin, as consular officer.

Mr. Gray was born in Ohio. A graduate of Eureka College, he earned a master's and Ph.D. at the University of Illinois. He worked as a chemist, 1925–26, and as a chemistry instructor at Lehigh University, 1926–28. Survivors include his wife and two sons. The family suggests contributions to St. Labre Indian School, Ashland, Mont. 59004. ☐

Lauri J. Niemela, 61, a Foreign Service geographic specialist who served in the Bureau of Intelligence and Research from 1968 until he retired in 1976, died of a heart attack on November 22. From 1960, when he joined the Service, until 1968, he served as geographic specialist and attache in Copenhagen.

Mr. Niemela

Born in Michigan, Mr. Niemela earned a Bachelor's at Michigan College and a master's at Northwestern University. During the war, he served overseas in the Army. From 1951–54, he was a research associate with a geographic society. A former instructor of geography at the University of Helsinki, Indiana State Teacher's College and North Michigan College, he was the author of a textbook entitled "The Geography of Finland." Survivors include his wife, a daughter, a son and four grandchildren. ☐

Ethel E. Hepner, 76, a secretary with the Treasury Department who had served at several American embassies, died on October 28. Her last assignment before retiring in 1974 was Paris, where she served 10 years. Other posts included Brussels, Beirut, Rio de Janeiro and Tokyo.

Ms. Hepner was born in Oregon. She earned a degree in economics at George Washington University. Survivors include two brothers and a sister. ☐

Elizabeth G. Droit, a Foreign Service secretary whose last assignment was to Dakar in 1970, died on November 23. She was 60. Joining the Foreign Service in 1951, her posts included Buenos Aires, Saigon, Berlin, Port-of-Spain, Kuala Lumpur, Brussels and Ciudad Juarez. From 1962–63, she was assigned to the Arms Control and Disarmament Agency. Ms. Droit retired in 1971. Survivors include her mother, Mrs. Florence Droit. ☐

Madaline E. Murphy, 75, a Foreign Service secretary who retired in 1967, died on October 12. Ms. Murphy served in Greece, 1947–49, then resigned from the Department to work for the Economic Cooperation Administration. Returning to State in 1955, she went on to serve in Stuttgart, Djakarta, Berlin and Luxembourg. Survivors include her sister, Mildred E. Whitney. ☐

Walter W. Schott, 87, a retired Foreign Service officer who served as liaison and protocol officer in Bonn, died in Bonn-Bad Godesberg, Germany, on November 2. Assignments during his career, which began in 1922, included vice consul in Frankfurt, Palermo, and Naples; third secretary in Paris and San Salvador; second secretary in Berlin, Mexico, Budapest and Tangier; and first secretary in Athens.

In 1944, he was assigned to the political section of the Allied Control Commission for Italy. He then became chief of the Foreign Government Representational Office of the political adviser in Frankfurt. After retiring in 1954, he worked as a political and protocol consultant in Bonn.

Mr. Schott was born in Kansas. He was a lieutenant commander in the Navy. There are no known survivors. ■

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, DC 20520. Telephone: (202) 632-6575-6.

President Reagan

"U.S. Program for Peace and Arms Control," National Press Club, Washington, November 18 (Current Policy No. 346).

Opening statement at "Cancun summit," international meeting on cooperation and development, Cancun, Mexico, October 22 (Current Policy No. 335).

Secretary Haig

"An Agenda for Cooperation in the Western Hemisphere," General Assembly of the Organization of American States, Saint Lucia, December 4 (Current Policy No. 351).

"Overview of Recent Foreign Policy," House Foreign Affairs Committee, November 12 (Current Policy No. 344).

Asia

"Use of Chemical Weapons in Asia," Richard Burt, director of the Bureau of Politico-Military Affairs, Subcommittee on Arms Control, Oceans, International Operations and Environment, Senate Foreign Relations Committee, November 10 (Current Policy No. 342).

"Japan and the United States: A Durable Relationship," John H. Holdridge, assistant secretary for East Asian and Pacific affairs, Japan-America Society of Washington, October 28 (Current Policy No. 337).

Africa

"The African Private Sector and U.S. Policy," Chester A. Crocker, assistant secretary for African affairs, Chicago Council on Foreign Relations, November 19 (Current Policy 348).

"Liberia: The Road to Recovery," William Lacy Swing, U.S. ambassador to Liberia, Liberian Shipowners' Council, Houston, Tex., October 28 (Current Policy No. 343).

Economic Affairs

"Population Growth, Refugees, and Immigration," Richard Elliot Benedick, coordinator of population affairs, Houston media roundtable on world issues of the 1980s, Houston, Tex., October 23 (Current Policy No. 341).

"U.S. Trade and Foreign Policy," Myer Rashish, under secretary for economic affairs, and Robert D. Hormats, assistant secretary for economic and business affairs, Subcommittee on Trade of the House Ways and Means Committee, October 29 (Current Policy No. 338).

"Trade Patterns of the West," Lucie Korner, Office of Analysis for Western Europe, Bureau of Intelligence and Research, August 25 (Special Report No. 87).

"Planetary Product in 1980: A Creative Pause?" Herbert Block, Office of Economic Research, National Foreign Assessment Center, Central Intelligence Agency, August 1981 (pamphlet).

"Soviet-West European Natural Gas Pipeline," Robert D. Hormats, assistant secretary for economic and business affairs, Subcommittee on Energy, Nuclear Proliferation and Government Processes, Senate Committee on Governmental Affairs, October 14 (Current Policy No. 331).

Europe

"The Alliance at a Crossroad, Richard Burt, director of the Bureau of Politico-Military Affairs, Friedrich Ebert Foundation, Bonn, West Germany, December 2 (Current Policy No. 350).

Middle East

"U.S. proposes air defense package for Saudi Arabia," reprint from the October Department of State Bulletin.

Latin America

"Arms Transfers to Latin America," Thomas O. Enders, assistant secretary for inter-American affairs, and Richard Burt, director of the Bureau of Politico-Military Affairs, Subcommittees on International Security and Scientific Affairs and Inter-American Affairs, House Foreign Affairs Committee, October 22 (Current Policy No. 349).

Terrorism

"The Impact of International Terrorism," Frank H. Perez, acting director of the Office for Combatting Terrorism, conference on violence and extremism, Baltimore, October 29 (Current Policy No. 340).

GISTS

"Agriculture in U.S. Foreign Economic Policy" (11/81).

Background Notes

Denmark (10/81)
Norway (10/81)
St. Lucia (11/81)
Solomon Islands (10/81)
Venezuela (11/81). ☐

Library Booklist

Refugees*

General

DIRKS, Gerald E. *Canada's refugee policy: indifference or opportunism?* Montreal, McGill-Queen's University Press, 1977. 316p. JV7220.D57

HOLBORN, Louise Wilhelmine. *Refugees, a problem of our time: the work of the United Nations High Commissioner for Refugees, 1951–1972.* Metuchen, N.J., Scarecrow Press, 1975. 2V. HV640.H58

International migration review. New York, Center for Migration Studies, 1978-. (Quarterly) Unbound. I698 (Often has articles on refugees.)

KELLER, Stephen L. *Uprooting and social change: the role of refugees in development.* Delhi, Manohar Book Service, 1975. 357p. HV6404.I4K45 (On refugees in India.)

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MCCLELLAN, Grant S., ed. *Immigrants, refugees, and U.S. policy.* New York, H.W. Wilson, 1981. 195p. JV6455.I55

NEWLAND, Kathleen. *Refugees: the new international politics of displacement.* Washington, Worldwatch Instiute, 1981. 35p. H1.W67 no43 Ref.

SOBEL, Lester A., ed. *Refugees: a world report.* New York, Facts on File, 1979. 180p. HV640.R43

SOUZA, F. *Refugees; viewpoints, case studies and theoretical considerations on the care and management of refugees.* Elmsford, N.Y., Pergamon, 1980. 136p. $19.25

TABOURI, Paul. *The anatomy of exile; a semantic and historical study.* London, Harrap, 1972. 432p. JV6021.T25

United Nations. Office of the High Commissioner for Refugees. *Report. . .* 1951/52–(annual) HV640.3.U5

United States. Congress. House. Committee on the Judiciary. *Refugee admissions and resettlement program*—fiscal year 1981: hearing. Washington, U.S. Govt. Print. Office. 1980. 252p. HV6404.U5A33 1981

United States. Congress. Senate. Committee on the Judiciary. *U.S. refugee programs.* Hearings. Washington, U.S. Govt. Print. Office, 1980-. HV6404.U5A335

United States. Dept. of Health and Human Services. Office of Refugee Resettlement. *Refugee resettlement in the United States: an annotated bibliography on the adjustment of Cuban, Soviet and Southeast Asian refugees.* Washington, 1981. 104p. Z7164.I3U65

United States. Select Commission on Immigration and Refugee Policy. *U.S. immigration policy and the national interest:* staff report. Washington, 1981. 10 Vols. JV6424.A856

Indochinese refugees

BARNES, Thomas. *Of all the 36 alternatives: Indochinese resettlement in America: case study.* Senior Seminar in Foreign Policy, 1976/77. Washington, Foreign Service Institute, 1977. 52p. (On order) (Available at FSI Library)

GIM, Wever and Tybel Litwin. *Indochinese refugees in America: profile of five communities; a case study.* Executive Seminar in National and International Affairs, 1979/80. Washington, Foreign Service Institute, 1980. 34p. E742.U54 1979/80 G5

GRANT, Bruce. *The boat people: an "Age" investigation.* Middlesex, Eng., Penguin Books, 1979. 225p. HV6504.V5G7 (An Australian magazine's report)

The Indochinese refugee situation, August 1979; report of a study mission of the U.S. House of Representatives. . . Washington, U.S. Govt. Print. Office, 1979. 81p. HV6404.U5I55

KELLY, Gail Paradise. *From Vietnam to America: a chronicle of the Vietnamese immigration to the United States.* Boulder, Colo., Westview, 1977. 254p. DS559.63.K44

MONTERO, Darrel. *Vietnamese Americans: patterns of resettlement and socioeconomic adaptation in the United States.* Boulder, Colo., Westview Press, 1979. 218p. E184.V53M66

STONE, Scott C.S. and John E. McGowan. *Wrapped in the wind's shawl: refugees of Southeast Asia and the Western world.* San Rafael, CA, Presidio Press, 1980. 138p. HV640.5.I5S76

United States. Congress. House., Committee on Foreign Affairs. Subcommittee on Asian and Pacific Affairs. *1979, tragedy in Indochina: war, refugees, and famine.* Hearings. Washington, U.S. Govt. Print. Office, 1980. 233p. DS554.842. U54

United States. Congress. House. Committee on Foreign Affairs. Subcommittee on Asian and Pacific Affairs. *1980—the tragedy in Indochina continues: war, refugees, and famine.* Hearings. Washington, U.S. Govt. Print. Office, 1980. 148p. DS554.842.U54 1980

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PHILIPSON, Lorrin and Rafael LERENA, ed. *Freedom flights: Cuban refugees talk about life under Castro and how they fled his regime.* 1st ed. New York, Random House, 1980. 201p. F1788.P397

ROGG, Eleanor Meyer. *The assimilation of Cuban exiles; the role of community and class.* New York, Aberdeen Press, 1974. 241p. F144.W47R63

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GILMOUR, David. *Dispossessed; the ordeal of the Palestinians, 1917–1980.* London, Sidgewick & Jackson, 1980. 237p. DS119.7.G485

SAYIGH, Rosemary. *Palestinians: from peasants to revolutionaries: a people's history.* London, Zed Press, 1979. 206p. DS119.7.S345 (Interviews with Palestinians in Lebanon)

SMITH, Colin and John Andrews. *The Palestinians.* London, Minority Rights Group, 1977. 23p. DS119.7.S62

United Nations. Relief and Works Agency for Palestine Refugees in the Near East. *Report of the director.* New York, 1950/51- (annual) JX1977. A364

African refugees

GREENFIELD, Richard. *The wretched of the Horn: forgotten refugees in black Africa.* New York, Lilian Barber Press, 1981.

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ROUSSEAU, Rudolph and James FOX. *An assessment of the refugee situation in Somalia.* A staff report, prepared for the Committee on Foreign Relations, United States Senate. Washington, U.S. Govt. Print. Office, 1980. 19p. HV640.5.S6R68

TWADDLE, Michael, ed. *Expulsion of a minority: essays on Ugandan Asians.* London, Athlone Press for the Institute of Commonwealth Studies, 1975. 240p. DT433.28.E9

United Nations. Office of the High Commissioner for Refugees. *Refugees in Africa: a country by country survey.* New York, The Commissioner, 1981. ■

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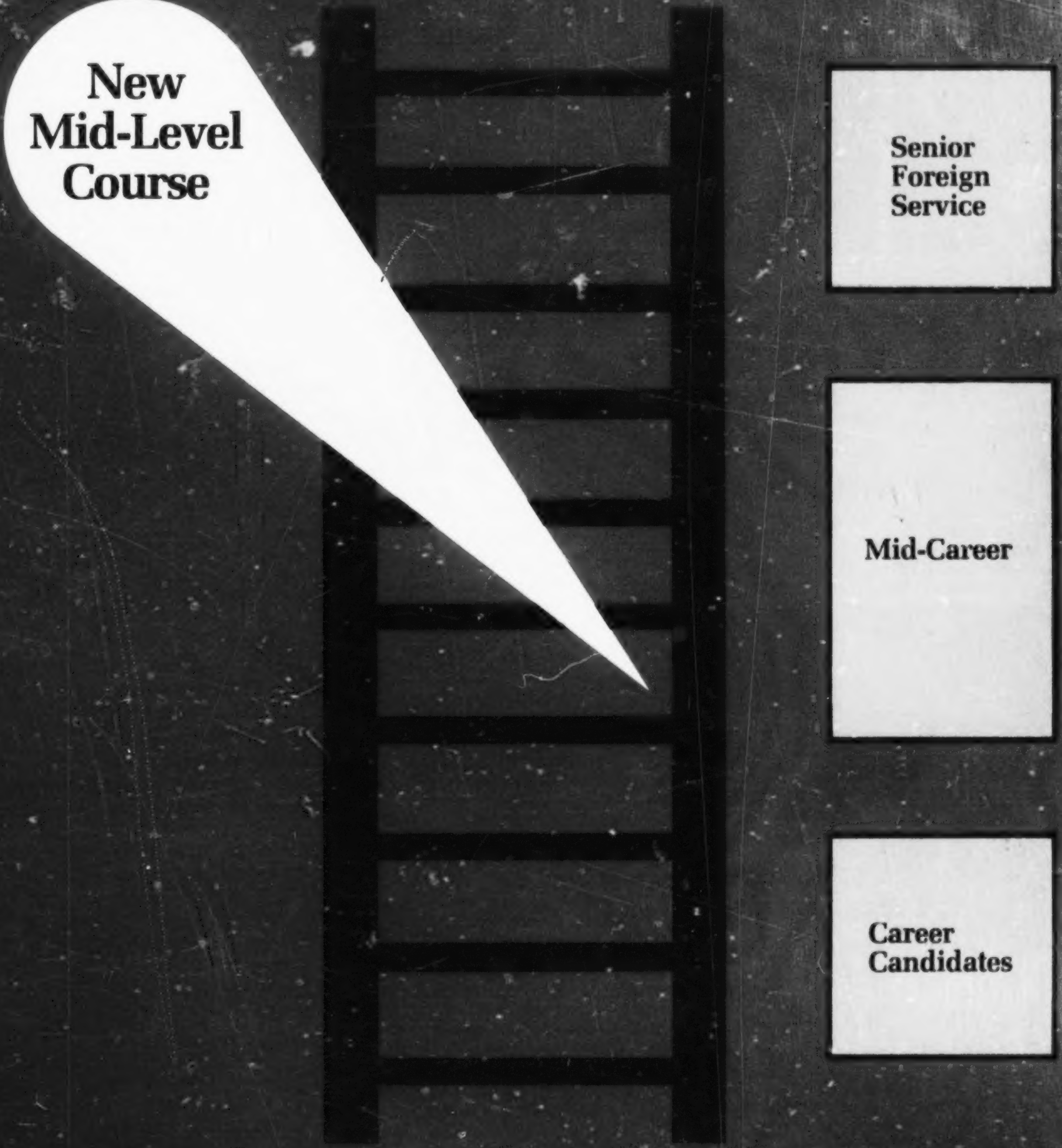
* For related works, see Library Booklists for August/September 1980 and November 1980, "Ethnic minorities of the world."

State

The Newsletter | United States Department of State | February 1982

FEB [illegible] 1982


New Mid-Level Course
Senior Foreign Service
Mid-Career
Career Candidates

Training for the Top

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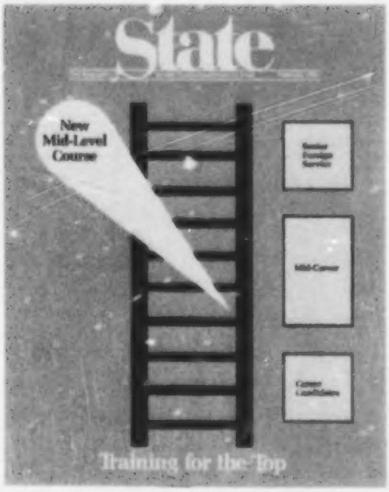
State
New Mid-Level Course
Mid-Career
Training for the Top

THE COVER—The Department has embarked on a new approach to career training. It was given special attention when Secretary Haig addressed members of the first class taking the new, five-month mid-level course, when he visited the Foreign Service Institute, January 6. See Page 2.

United States Department of State

Letters to the Editor

Cartoon women

WASHINGTON

DEAR SIR:

Cartoonist "C.S." (STATE, January, Pages 31 and 56) needs a lesson in avoiding stereotypes. The women in the cartoons are either stereotypically or unfavorably portrayed (one with a steno pad, the other with a cup of coffee, while her male colleague totes papers). Women will never rise above inaccurate generalizations while they are still have low-paying jobs and subservient roles.

Sincerely,
JANICE ADAMS
Publishing Services ☐

No mas

FORT LAUDERDALE, FLA.

DEAR SIR:

I am tired of reading, which seems each year, comments from personnel who served on the promotion panels telling us that the promotion system really works and can hardly be improved upon.

If the F.S. promotion system is so great year after year, then how come there have been so many major changes in the methods used to determine promotions? For example, there were years in which FSOs and FSSs competed separately for promotion; there were years in which personnel were segregated by cone, and so on.

What was so great about the F.S. personnel promotion system when FSS and FSO administrative personnel competed with others in their same grade in their FSS or FSO category and an FSO budget officer, for example, did not compete with an FSS budget officer? The result was that FSS budget officers, again an example, were being promoted far faster than FSO budget officers. Eventually, the FSS budget officer was offered an FSO appointment, and it was not unusual that the FSS came on board as an FSO at a higher grade than his previous FSO

—(Continued on Page 45)

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Career advancement

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Shuttle bus schedule from State 31

Editorial Staff
Executive editor Francis J. Matthews
Editor Sanford (Whitey) Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Catherine Lawson

STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: STATE magazine.

In the Department, contributions should be in writing and addressed to STATE magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE magazine is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

Domestic subscription rate is $13.00 a year. There is an additional charge of $3.25 for foreign mailing. A single copy sells for (domestic) $2.¯ (foreign) $2.85. ☐

Career Advancement

New mid-level course completes 1st session; 52 graduate

Haig addresses students at Foreign Service Institute

THE NEW professional development program at State was brought into sharp focus last month as a first class of 52 officers completed the mid-level course after hearing an address by Secretary Haig—the first Secretary of State to visit the Foreign Service Institute in 13 years.

In his January 6 visit, Mr. Haig strongly endorsed the extensive efforts underway at the institute to revise the Department's approach to training. The graduation of the mid-level class on January 28 saw the 52 Foreign Service officers receive diplomas in what will become a semiannual rite of passage for newly-tenured officers entering mid-career.

The Secretary emphasized the role of the "professional" at a time when, he said, pursuit of U.S. interests is more challenging than ever. He called the Foreign Service "the elite of the American governmental structure" and pledged that "as long as I am where I am, our professionals will be listened to, and their experience will be applied in service to our country."

Mr. Haig urged the Service to improve its diplomatic and intellectual skills by making use of the professional development program. He said training can sometimes be "painful," but he called it a "mandatory" rung on the career ladder which "will contribute to your career and to the Service."

Accompanied by Under Secretary Richard T. Kennedy and introduced by the acting director of the institute, John Sprott, Mr. Haig spoke to an audience comprised of members of the executive seminar, as well as the participants in the mid-level program and the institute staff. His remarks were carried on closed-circuit television to hundreds of others at the training instruction center.

Prior to the talk, the Secretary met with Mr. Sprott and his senior staff for a briefing on the institute's efforts to implement the Department's career development program, as mandated by Section 703 of the new Foreign Service Act. Mr. Sprott detailed improvements in the institute's training programs, undertaken in the past year. He described the facility's central goal as "attempting to train more people, more consistently, through their careers, while assuring that the training delivered is usable and improves individual and Department performance."

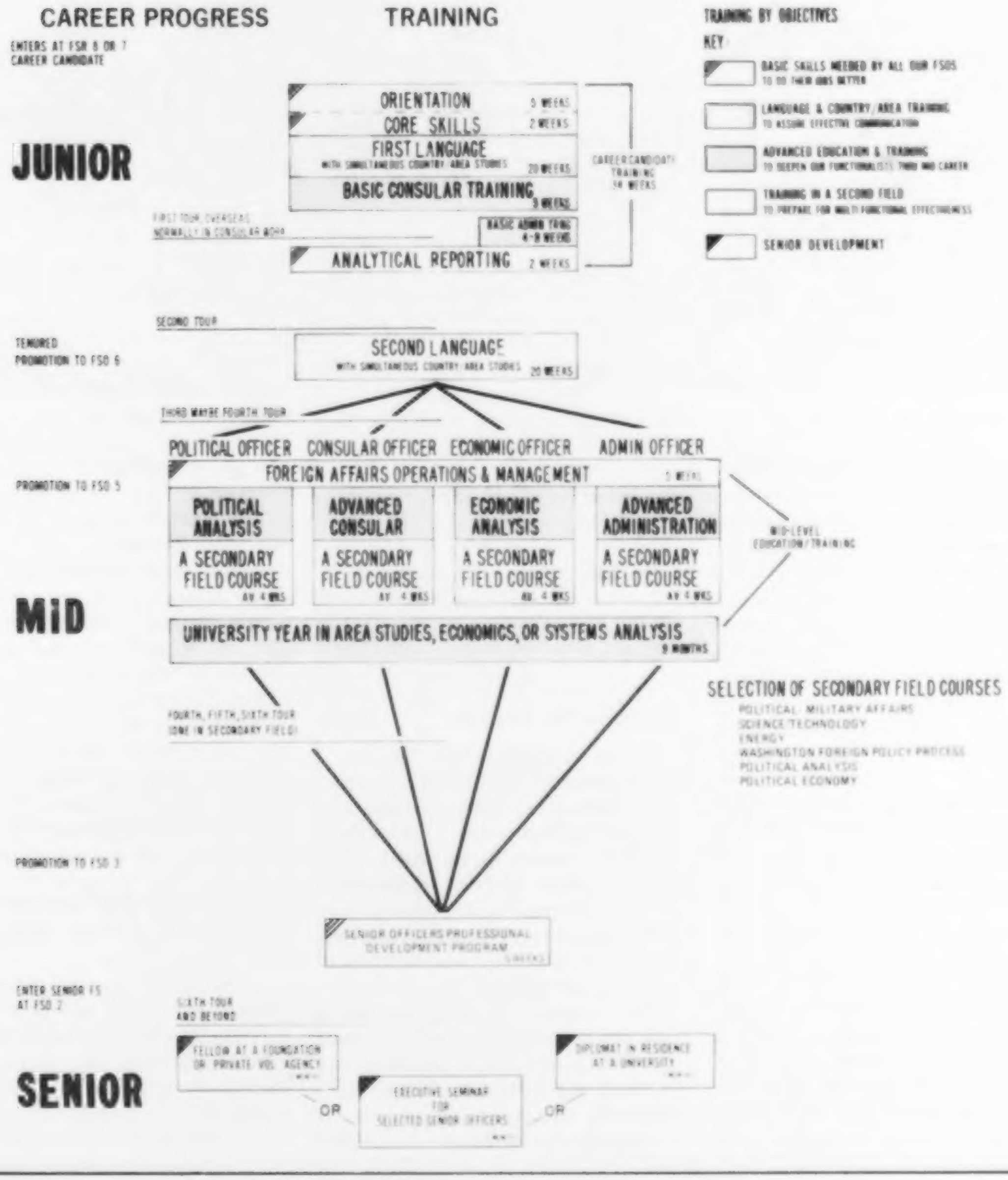
Mr. Sprott told the Secretary that new training programs at the mid-level and senior thresholds would alone produce a 50% increase in professional training for Foreign Service officers, who have been receiving far less professional training than their military and private sector counterparts.

He said the professional development program is intended to be a fully-integrated mixture of training and job assignments to prepare the Department's Foreign and Civil Service employees for the increased challenges that State faces. Mr. Sprott described highlights of the effort, such as:

Secretary Haig **takes questions from students.**

- An improved orientation program for junior officers.
- An integrated language and area studies program, to ensure better and more practical use of language skills and area knowledge.
- Revised language programs and materials, to emphasize professional communications skills.
- Delivery of language and area training to a larger number of Foreign Service Staff employees.
- A new advanced area studies program, geared to requirements of intense professional interaction in, and analysis of, foreign societies.
- A revised curriculum for the prestigious executive seminar, to concentrate on development of executive

TRAINING IN CAREER DEVELOPMENT OF FOREIGN SERVICE PERSONNEL


CAREER PROGRESS
TRAINING
TRAINING BY OBJECTIVES
KEY:
BASIC SKILLS NEEDED BY ALL OUR FSOS TO DO THEIR JOBS BETTER
LANGUAGE & COUNTRY/AREA TRAINING TO ASSURE EFFECTIVE COMMUNICATION
ADVANCED EDUCATION & TRAINING TO DEEPEN OUR FUNCTIONALISTS THRU MID CAREER
TRAINING IN A SECOND FIELD TO PREPARE FOR MULTI-FUNCTIONAL EFFECTIVENESS
SENIOR DEVELOPMENT
ENTERS AT FSR 8 OR 7 CAREER CANDIDATE
JUNIOR
ORIENTATION 5 WEEKS
CORE SKILLS 2 WEEKS
FIRST LANGUAGE WITH SIMULTANEOUS COUNTRY AREA STUDIES 20 WEEKS
BASIC CONSULAR TRAINING 3 WEEKS
CAREER CANDIDATE TRAINING 34 WEEKS
FIRST TOUR OVERSEAS NORMALLY IN CONSULAR WORK
BASIC ADMIN TRNG 4-8 WEEKS
ANALYTICAL REPORTING 2 WEEKS
SECOND TOUR
TENURED PROMOTION TO FSO 6
SECOND LANGUAGE WITH SIMULTANEOUS COUNTRY AREA STUDIES 20 WEEKS
THIRD MAYBE FOURTH TOUR
POLITICAL OFFICER
CONSULAR OFFICER
ECONOMIC OFFICER
ADMIN OFFICER
PROMOTION TO FSO 5
FOREIGN AFFAIRS OPERATIONS & MANAGEMENT 5 WEEKS
POLITICAL ANALYSIS
ADVANCED CONSULAR
ECONOMIC ANALYSIS
ADVANCED ADMINISTRATION
A SECONDARY FIELD COURSE AV 4 WKS
A SECONDARY FIELD COURSE AV 4 WKS
A SECONDARY FIELD COURSE AV 4 WKS
A SECONDARY FIELD COURSE AV 4 WKS
MID-LEVEL EDUCATION/TRAINING
MID
UNIVERSITY YEAR IN AREA STUDIES, ECONOMICS, OR SYSTEMS ANALYSIS 9 MONTHS
SELECTION OF SECONDARY FIELD COURSES
POLITICAL-MILITARY AFFAIRS
SCIENCE/TECHNOLOGY
ENERGY
WASHINGTON FOREIGN POLICY PROCESS
POLITICAL ANALYSIS
POLITICAL ECONOMY
FOURTH, FIFTH, SIXTH TOUR (ONE IN SECONDARY FIELD)
PROMOTION TO FSO 3
SENIOR OFFICERS PROFESSIONAL DEVELOPMENT PROGRAM 3 WEEKS
ENTER SENIOR FS AT FSO 2
SIXTH TOUR AND BEYOND
SENIOR
FELLOW AT A FOUNDATION OR PRIVATE VOL. AGENCY
OR
EXECUTIVE SEMINAR FOR SELECTED SENIOR OFFICERS
OR
DIPLOMAT IN RESIDENCE AT A UNIVERSITY

John Sprott, **acting director of institute.**

capacity to handle the relationship of domestic variables to national security policy.

- Introduction of the ambitious five-month program for mid-level officers. (See STATE, August-September 1981, for a rundown of these programs.)

In his address, Mr. Haig called attention to the mid-level class, members of which were seated in the audience. Recalling his own military career, he stressed the need to "decouple" periodically, to further develop skills and acquaint oneself with the latest thinking in the field. "This process allows reasoned reflection," the Secretary said, "and provides an opportunity to ask not only why we did something, but how we can do it better."

Acknowledging the strong pressures professionals feel to "be on the job," the Secretary said training must be an integral part of a career plan. He endorsed strongly the career development scheme set forth by the Foreign Service Act of 1980, which requires a professional development program for mid-level and senior officers and enhanced training opportunities for other State employees. □

Focus was on global trends as mid-level class opened

Then came the functional specialties, followed by electives

THE MID-LEVEL course which drew the attention of Secretary Haig in his January 6 visit to the Foreign Service Institute had been in session since late last summer. Its five-month curriculum was a full year and a half in the making. The program, said John Sprott, acting director of the institute, "introduced a highly innovative approach to the tasks outlined by the Department's Professional Development Committee."

This committee was comprised of senior career officers, and was chaired by the under secretary for management. The panel called on the institute to develop a program to provide mid-level officers with the knowledge, training and skills to prepare them for a crucial 10-to-15-year period—from the time they receive tenure to their arrival at the senior officer threshold. Emphasis was to be placed on gaining greater expertise in policy development, in the management of people and resources, in one's field of specialization, and in other substantive areas of foreign affairs—such as science and technology, energy and political-military affairs. The committee said it believed that the program would, over time, have impact on the Foreign Service's capacity to manage U.S. foreign policy, by helping its officers to achieve high standards of professional excellence.

Facts on the institute

The Foreign Service Institute, Secretary Haig was told at the briefing for him, offers training to the personnel of some 40 U.S. Government agencies. On any given day, it has a student body in Washington of about 900 men and women, who take approximately 60 different courses in three separate buildings. In all, about 17,000 students are enrolled in institute programs each year. A total of 62 foreign languages are taught at institute facilities in Washington, Yokohama, Taipei and Tunis.

Here is a rundown, from the time classes began on August 31, of what the 52 mid-level students encountered during their five months at the institute:

Speakers on global trends

They were welcomed on the first day by Under Secretary Richard T. Kennedy and Ambassador Paul Boeker, then the institute director, and they settled in to hear, in the days to come, a succession of speakers describe global trends. Former Department counselor Helmut Sonnenfeldt presented an overview of national security concerns. Lincoln Bloomfield, a Massachusetts Institute of Technology professor and former National Security Council aide, described the political and ideological spectrum of thought which has influenced U.S. policy in recent years. A former member of the President's Council of Economic Advisors, Barry Bosworth, examined the economic strains that Western industrialized nations are experiencing, and various trends in economic relations in the West. A former assistant secretary of the treasury, Fred Bergsten, discussed the North-South dialogue and U.S. economic relations with the developing world. Other lecturers examined new developments in East-West relations, science and technology, energy, food, population and security.

The global trends unit of the course stressed the need to anticipate problems in a rapidly changing environment, and thus underlined a major course theme—the need to handle change in advancing U.S. interests. A symbol of this theme was introduction of the "In-

At mock embassy cocktail party, from left: ***Mary J. Kosheleff, Roderick C. Mackler, Donald S. Bryfogle, Suneta L. Halliburton.*** **Man with back turned is** ***William J. Burke.***

ternational Future Simulation," a space-age computer model developed and demonstrated by Barry Hughes of the University of Denver.

Huge telescreens projected dozens of key variables (population growth rates, energy production, etc.) for 10 regions of the world. Participants were able to manipulate these variables themselves, to project the "future" of their assigned region. Through this process, officers were exposed to the growing interrelationship of global issues and the effect one variable has on others. The growing importance of computer systems in the foreign policy business was also dramatically brought home.

Common elements for the four cones

The global unit was the first of many "common elements" of the mid-level program. These segments cut across the four Foreign Service functional fields and provided the opportunity for combined educational and skill training, as well as joint exercises simulating real Department and field activities.

A highlight of the common units was an intensive one-week offsite management training program conducted in a mountain lodge at Berkeley Springs, W. Va. Under the guidance of an experienced management expert from the Center for Creative Leadership, mid-level participants learned the characteristics of effective managers, and had the opportunity to assess their own management styles and behavior.

A revue

At Berkeley Springs, the mid-level group mixed with their counterparts in the junior officer orientation class. This was an encounter that evoked diplomatic war stories and a lively joint social evening. It featured the new entrants in a Foreign Service musical revue, and their mid-level colleagues in a farcical embassy reception.

The offsite management training was followed at the institute by course units in program and resource management and managing people.

A key feature of the joint exercises was training in negotiation arts and skills. It was taught by an experienced practitioner. Strategies and tactics were outlined, and the impact of cultural differences was discussed. Practical approaches were foremost; all participants took an active part in simulated bilateral and multilateral negotiations.

With many in the mid-level class facing their first Washington assignment, a bureaucratic skills unit was included in the course. A number of experienced foreign policy practitioners taught how the interplay of bureaus, agencies, Congress and other interests creates the foreign policy process, and how the mid-level officer could exert an effective role in this process.

A highlight of the bureaucratic skills segment was a case study on Pakistan, which appeared in three different parts of the five-month program. The case was introduced in the "global trends" unit, with a thorough examination of the effect of these "trends" in our relations with Pakistan. The next phase followed a discussion of Department structure as participants were asked to role-play representatives of various bureaus that had been assigned to implement interdepartmental decisions on Pakistan

Under the klieg lights

The final phase was a simulated congressional hearing in which participants played all the roles: Government witnesses, members of Congress and newsmen and newswomen, klieg lights, television and radio equipment and other simulations of a hearing-room setting comprised part of the background. The preparation for this phase was perhaps as educational as the "hearing" itself, as executive branch and congressional "players" tried to anticipate each other and prepared themselves to make the best possible case in public. An experienced staffer from the House Foreign Affairs Committee witnessed the mock hearing and offered an instructor's critique of the session the following day, as participants watched their performance on color television and read press stories of their exploits as covered by their role-playing colleagues.

Individual skill training received an important focus. Each officer was given the chance to examine and improve his or her speaking skills through expert training in speech dynamics. Adapted from the advanced TV workshop of Dorothy Sarnoff, as provided to senior Department spokesmen and taught by institute instructor Ray Chambers, the individualized mid-level speaking program gave each officer guidance in methods and techniques for improving podium and TV presence.

Training in functional areas

Nine weeks of the 20-week program were devoted to advanced training in the four functional areas: administrative, consular, economic and political. These courses were designed to broaden and deepen officers' knowledge and skills in their primary functional areas. Officers were exposed to the latest theories, concepts and perspectives and, through the use of case studies examining real Foreign Service situations, had an opportunity to use this information in practical applications.

Mid-level class roster

Here are the members of the graduating mid-level class, listed with their posts:

Michael Anderson	Warsaw
John Bargeron	Tel Aviv
Jonathan Bemis	Department
Donald Bryfogle	Department
William J. Burke	Department
Charles Cohen	Department
Carole B. Conynghan	Department
Gary Couey	Department
William Craft	Department
Alan Dahl	Paris
Kathleen M. Daly	Department
Daniel T. Fantozzi	Department
Ernest J. Fischer	Sinai
Robert W. Fitts	Riyadh
Thomas Foulger	Bonn
Richard A. Garrison	Stuttgart
Sandra J. Gust	Department
Marianne Gustafson	Department
Suneta Halliburton	Department
Edward E. Harkness	Barcelona
Kathleen Hodai	Department
Donald C. Hunter	Department
Sharon Hurley	Tel Aviv
Wyatt Johnson	Santo Domingo
Charmaine Keyes	Department
Patricia Kim	Marseille
Mary J. Kosheleff	Sanaa
William Krug	Department
Paul B. Larsen	Sao Paulo
Michael C. Lemmon	USUN
Roderick C. Mackler	Belgrade
Judyt Mandel	Moscow
Margaret McMillion	Department
Richard T. Miller	Department
David Norton	Department
James E. Overly	Department
Don Carlos Pierson	New York
Gary Price	Sinai
William Primosch	Department
Eleanor Ridge	Department
E. Bryan Samuel	Osaka Kobe
Earle Scarlett	Brasilia
David Sciacchitano	Department
Michael J. Senko	San Salvador
Charles Shapiro	Copenhagen
Emil Skodon	Berlin
Timothy Skud	Maseru
Earl G. Smith	Bordeaux
Raymond R. Snider	Department
Laurance Stanley	Sinai
Michael Strachan	Department
Lorraine Takahashi	Department

Analytical writing, speaking, and bureaucratic and negotiating skills were also used in the functional courses in a variety of exercises. A writing course offered by the former editor of the Secretary's "Daily Digest," Martin Packman, became popular.

The administrative course

The advanced administrative course introduced participants to the formal study of public administration, taught by Robert W. Iversen, director of the Maxwell School Midcareer Program of Syracuse University. The unit focused on the knowledge, theory, concepts and skills necessary to deal with constantly growing responsibility, coupled with static or diminishing resources. Segments offered training in analytic skills, systems analysis, financial management, the budgetary process, contracting and crisis management.

Highlights included a field exercise to examine the impact of the congressional budget process on assigned budget issues. Participants interviewed special interest groups, key congressional staffers, Office of Management and Budget representatives and other executive branch officials. Then they reported on their findings to their colleagues.

A crisis management exercise gave the administrative participants an opportunity to experience a realistic crisis situation involving the internal defense and evacuation of a Foreign Service post. The exercise "control" consisted of Operations Center embassy emergency and evacuation (E and E) experts, military personnel and experienced representatives of the Family Liaison Office.

The consular course

The advanced consular course heard a number of experts—such as demographer Michael Teitelbaum of the Carnegie Institute, and Charles Keeley of the World Population Council, as well as representatives of foreign governments—analyze world migration issues. This important policy area—to which consular officers were held to be making an increasing contribution—was examined in depth to give participants a better understanding of the causes of migration and its impact on our political and legal systems. A unit on international law complemented the study of migration. A mock hearing on the U.S. Court of Appeals handling of the Terrazas citizenship case drew considerable interest.

Another important part of the consular course was a segment called "Psychology of Public Contact." Experts in abnormal behavior discussed a variety of techniques for dealing with the mentally disturbed, those under the influence of drugs, members of cults, prisoners or persons experiencing personal crisis. Role-playing exercises were used extensively in this segment, and they produced what were regarded as interesting insights into human behavior.

The economics course

The economics course emphasized the need for professional competence in dealing with the requirements of an increasingly interdependent world. The impact of the international financial system on national financial policies and domestic policies designed to promote growth was examined in depth, through a series of case studies led by economists such as Lisle Widman, former assistant secretary of treasury; Donald Mathiesen, of the International Monetary Fund; Stanley Black, of Vanderbilt; Eleanor Hadley, of George Washington University; Morris Bornstein, of Michigan; and Salih Neftei, of Fordham.

A highlight of this effort was a unique classroom examination of the domestic reaction to the import of Japanese automobiles. Simulated congressional and International Trade Commission hearings had participants presenting political and economic analysis based on contemporary data in a real-life situation.

LEONARD BURR
DANIEL COSTELLO

Taking role of "congressmen," from left: *Thomas Foulger, Ernest J. Fischer, William Burke, Charles Cohen*. The nameplates are fictitious.

The political course

Political officers also looked at the Japan automobile case in a political economy unit designed to expose them to the need to integrate critical economic issues into their strategic and political thinking. Case studies on El Salvador, Poland, Soviet energy, Jamaican and Turkish debt and the Iranian revolution were used to examine the applicability of various analytic techniques and models to real-world circumstances.

Former and current officials such as former Assistant Secretary Harold Saunders; former U.S. ambassador to Poland Richard Davies; European Affairs' deputy assistant secretary John Scanlon; the Policy Planning Staff's Philip Kaplan; Lewis Dunn, special assistant to Under Secretary Kennedy; and Henry Nau, National Security Council, joined prominent academics such as Bruce Russett of Yale, William Asher of Johns Hopkins, Marshall Goldman of Harvard and Morris Blachman of the University of South Carolina in the effort to combine theory and practice. The political course used this technique in course segments on revolution and social change, world views and ideologies, and national security, as well as political economy and workshops on forecasting, estimates and policy design.

Electives: energy

The last month of the mid-level program was devoted to "elective" courses in energy, science and technology, political-military affairs, political analysis and the Washington foreign policy process. These courses were chosen for their relevance to foreign policy tasks, and to specialties for which the Department must develop additional expertise. They also provided officers with an opportunity to develop a secondary career field.

The energy elective examined possible future threats to U.S. energy security and the types of diplomatic, military and economic policies that might be pursued to deal with these threats. The bureaucratic and executive-congressional context of energy policy formulation was explored along with other domestic, political and legal constraints on the ability of the United States to pursue viable international energy policies.

In an examination of decisionmaking by the Organization of Petroleum Exporting Countries, the participants role-played energy ministers from the OPEC nations. The exercise was developed by a former energy adviser to the prime minister of Iran; the adviser had participated in numerous OPEC meetings.

Electives: political-military

The political-military elective provided participants with an understanding of national security and defense issues as related to the development and conduct of U.S. foreign policy. The course covered a number of current issues and key concepts in the defense-foreign policy area.

Participants visited the Pentagon to examine strategic and conventional issues, and the CIA to explore methods used to estimate the force posture of U.S. adversaries.

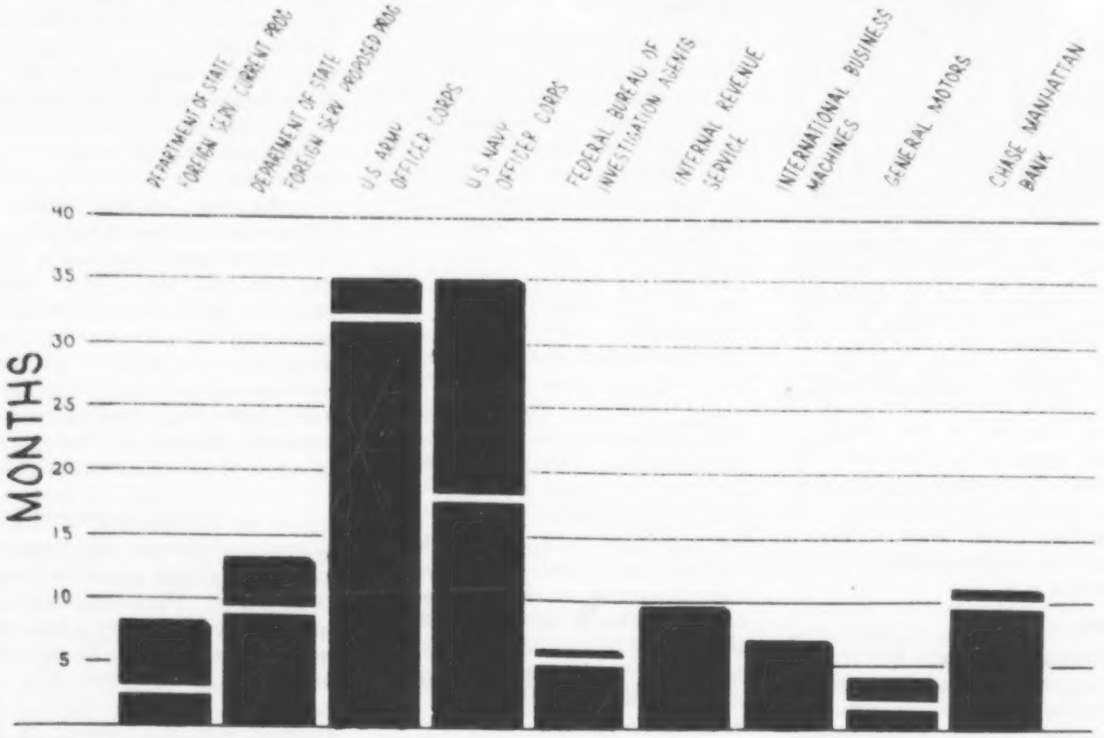
A mock National Security Council meeting was held on a proposal to protect the MX missile with an antiballistic missile system. Participants provided military and political analyses to defend agency positions.

Electives: political analysis

The political analysis elective was designed for officers wanting to improve their reporting and analytic skills. Participants learned how their own biases, perceptions and assumptions impact on political analyses and reporting. They were taught techniques for organizing information, assessing the validity of evidence, formulating and testing hypotheses and comparing results with those of other observers. A number of current and former analysts from State, the CIA and academia used the case-study approach to introduce participants to the techniques of political analysis and policy formulation.

Electives: science, technology

The science and technology elective demonstrated the effect of new scientific and technological developments on foreign policy. Participants studied national security issues, economic and commercial interests, issues related to national requirements in energy, communications and natural resource areas, and global problems—including the oceans, outer space, environment, population growth and food supply. Course highlights included lectures by an assistant secretary of commerce, Laurence Brady, and a former presidential science adviser, Benjamin Huberman, and visits



COMPARISON OF EXECUTIVE / MANAGEMENT DEVELOPMENT PROGRAMS IN GOVERNMENT & INDUSTRY

NOTE: LINE ON COLUMN INDICATES MINIMUM TRAINING to the CIA (for a classified discussion of monitoring capabilities), to the Bureau of Standards, and to the American Association for the Advancement of Science convention.

The Washington foreign policy process course was designed to provide officers with an appreciation of domestic influences on U.S. foreign policy. The executive branch agencies, political parties, Congress, special interests, the press, and the "special" State Department bureaus were examined to analyze their impact on foreign policy. The class met with representatives of the two political parties, a prominent campaign consultant, members of Congress and their staffs, special interest lobbyists, journalists, and State Department bureau representatives. Visits to Capitol Hill and to the Washington Post were included.

'It wasn't easy'

Summing up the five-month program, Mr. Sprott said: "It was not an easy passage for the 52 recent graduates. It was designed as a rigorous, graduate-level course, and officers' performances were graded and evaluated. The intensity created problems on occasion but, in true Foreign Service fashion, all 52 survived nicely—with satisfaction that a difficult challenge had been surmounted and new knowledge and skills acquired."

The acting institute director continued: "The first offering of the mid-level program meant a good deal of experimentation, and the first class was a well-chosen experimental group. They participated with the institute staff in evaluating the many course sections, and they can feel pride in having contributed to changes that will benefit future classes and the Foreign Service generally."

The institute has commissioned a group of academic experts who are familiar with the Foreign Service to evaluate the course. Their report will be added to institute and participant evaluations, in a report to the Professional Development Committee. ☐

The mid-level course as seen by 1 of the 52 alumni

'(We) were quickly disabused of some misconceptions'

By Jim Overly

The author has served as consular and economic/commercial officer in Maputo, economic and political officer in Lisbon, and country officer for Angola and the Congo, in the Department. He was to begin an assignment in Politico-Military Affairs this month.

Mr. Overly

WE, THE "GUINEA PIGS" of the Department's new Mid-Level Career Development Program, are asking ourselves—and are being asked—whether the course met its objectives and our own expectations. Have we gained insights into the foreign policy issues that will confront the United States during the next 10 to 20 years? Has the course provided the proper intellectual tools to enable us to contribute more strongly to the development and implementation of policies to deal with those issues? Will training in management help us strengthen the career Foreign Service in one of its most deficient areas? Or was our five months at the Foreign Service Institute merely "down time"—unworthy of a year's sacrifice in promotion competition?

You will hear 52 different answers to those questions from the 52 of us "guinea pigs." But our evaluations of the course, made formally in written and oral form to the course coordinators, and informally among ourselves, permit some generalized observations about the course during its first run, and how well it met our expectations.

General observations

Only a few of the participants sought to take the course. A few strongly resisted the assignment. Most of us found ourselves in the course "to meet the needs of the Service." Nonetheless, nearly all went into the training with high expectations and a determination to make the best of it. Some of us were quickly disabused of some misconceptions:

Those of us who expected a sabbatical which would provide time for reflection on foreign policy issues should have heeded the first day's warning that the course was "content heavy." Those of us who were convinced that the problems of the Foreign Service are structural were initially troubled by the "micro" approach taken by the coordinators—i.e., that, the Foreign Service Institute can best attempt to change the Foreign Service by changing the officers. Those of us who expected "answers" were at first surprised by the assertion that the course was designed not to provide answers, but to help us ask the right questions. Those of us who were convinced that the problems of the Service are unique accepted with difficulty the assertion that those problems occur in other Government agencies and private industry.

Even more important to most of us than our expectations of the mid-level course were our concerns about how the "system" would handle us. More than half the class entered the course without an onward assignment. At midpoint, 21 of the 52 still were not assigned. Only after the commencement of a new assignment cycle did the process begin to move. Even so, two weeks before the end of the course, some still had not completed the onward assignment process. Preoccupation with assignments had obvious effects on attitudes and concentration.

Obviously, all of us were concerned about the effect of a five-month training program on our promotion prospects. The timing of the course made it likely that few of us would have an EER (employee evaluation report) in our files for an entire year. Yet, the Foreign Service Institute alternative, a TER (training evaluation report) seemed inadequate because it was widely reputed to carry little weight among selection panels. Institute administrators proposed at the beginning to write a complete EER on mid-level participants. About midpoint in the course, however, participants voted, 29–20, for a TER.

The 'strengths'

These attitudes, expectations and preoccupations color our evaluation of the strengths and weaknesses of the mid-level program. First the strengths:

—*The concept:* I believe a strong majority of the class, even those who had not volunteered for the course, appreciate and support the concept of a mid-level training program. However, there is a wide disparity of opinion as to how much, and by what means, the course needs to be restructured, the better to meet its objectives.

—*Future foreign policy context and issues:* The course began with a two-week unit designed to make students aware of food, population, energy and national security pressures which may constrain foreign policy options near the end of the century. Many welcomed the opportunity to think about these issues, and would have favored expanding the discussion of national security issues and science and technology matters.

—*Management training:* Many of us see this segment as potentially the most attractive and beneficial part of the course. The week spent at Coolfont, at Berkeley Springs, W.Va., examining our own behavior motivations and approach to conflict resolution was, for the great majority, the high point of the course. Other Foreign Service Institute sections dedicated to management of a work program and management of people were just as important, but needed substantial strengthening to match the Coolfont segment.

—*Speech training and writing exercises:* For nearly all of us, the speech training provided by the institute's Ray Chambers and Jim Bostain was the most valuable skill enhancement we received. We immediately applied what we had learned in class presentations. Most of us were asking for more from the Chambers-Bostain bag of tricks. Many found Marty Packman's writing and editing exercises equally beneficial.

—*Computer awareness:* Most of us entered the course believing that the application of computers to Foreign Service work was limited to administration, management and perhaps to political-military and consular work. Many of us ended the course strongly concurring in a recommendation that the computer segment be expanded to include more "hands on" use of the WANG, and to broaden the examination of possible computer applications to Foreign Service work.

—*Analytical methods:* We examined a variety of analytical methods, including basic statistical analysis. I found this valuable, but the real test will come in attempts to apply these tools. Equally valuable to me was the examination of types of arguments which Foreign Service officers employ, and which are employed against us in the policy formulation process.

—*Negotiations:* The several days we spent examining the negotiations process and participating in exercises was, for a large number of us, another high point of the course. The segment derived part of its strength from its analytical focus on the negotiations process.

—*Electives:* As this is written, we are in the middle of the final four-week segment of the course, an elective chosen among political-military affairs, science and technology, energy, political analysis, and the Washington bureaucratic process. If the electives continue as they have begun, they will rate high on the "success" list. The elective program might be strengthened by offering choices which are more directly concerned with consular and administrative work.,

—*A new "old boy" network:* Many participants have stated that the opportunity to meet and work with mid-level colleagues is one of the most important "side" benefits of the course.

The 'deficiencies'

These are some of the strong points of the course where I found a quantity of common opinion. But the course is not without deficiencies:

—*Poor time management:* Course coordinators could never decide whether they wanted the course to run at a pace of a university graduate school or the Department's Operations Center. So they tried to make it do both, and failed to do either. Early warnings by participants that the quantity of course work was too heavy went unheeded. The results were predictable—participants "burned out," and began to perform like Pavlov's dogs. Frustration exploded at one point, for example, as political officers tried to set priorities among two written assignments due within a two-day period, 50–100 pages of required reading per night, in preparation for an important and topical case study, six hours of daily classwork with additional time devoted to brown-bag lunches treating yet another topic, and after-hours work on a required individual project due shortly thereafter which accounted for 20% of a participant's total grade. Consistently, it appeared that no one monitored the number and due dates of assignments coming from those in charge of various segments of the course.

—*Coordinator/student relations, and handling of feedback, criticism and suggestions:* Efforts by the institute staff, other dedicated career officers and seventh floor officials to establish and design the course, obtain speakers and prepare the curriculum were legion. As the course began, the institute appeared to concentrate on its mechanical workings, and seemed to get caught up in the execution of the program. As a result, we 52 "guinea pigs" often felt exactly that—subjects rather than participants in the experiment. Failure of the course coordinators to empathize with us as we tried to adjust our incoming attitudes,

Under Secretary *Richard T. Kennedy* opens the Department's new mid-level professional development course.

expectations and concerns about the Foreign Service produced confrontation at the offsite at Coolfont. Some coordinators met student complaints with a platitude: "We'll try to make some adjustments for the next course, but there's not much we can do now." Failure of the coordinators to respond to student concerns about overload later produced a second confrontation which did bring some relief.

Unclear assignments and grading criteria: Coordinators were frequently unable to express explicitly what was sought in an assignment. Some course coordinators who emphasized the importance of rock-hard analytical methods and effective management did not adequately explain the grading system in advance.

—Accentuation of conal separatism: The Department's Professional Development Committee required 45% of the course time (nine weeks) to be allotted to professional development within the cone. Many of us were hopeful that we would have opportunities to increase our understanding of the work and responsibilities of other cones. For example, the administrative officers studied the budget process in depth for three days. Other cones had no in-depth budget work. Don't political, economic and consular officers need to understand the budget process? The administrative people also split up among themselves in a simulated embassy emergency-and-evacuation (E and E) situation. None of the other cones participated. Is E and E solely an administrative function? None of the political, economic or administrative officers had a single class period devoted to current consular issues. Many consular, administrative and economic officers who had hoped for a chance to explore important foreign policy issues from a political standpoint were limited to lectures in the global issues segment and participation in two or three small group case study exercises.

Although it was most likely done inadvertently, the institute also apparently exacerbated traditional conal friction through its allocation of resources within the program. For example, the political officers had three full-time staff coordinators. The other three cones each had the part-time services of one coordinator. Some believe that the political cone also got the lion's share of other resources, such as outside speakers and contract instructors.

—Underrepresentation of the administration's viewpoint: The mid-level staff built the course on the premise of providing balanced viewpoints, while striving to increase participants' understanding of the domestic political context which shapes our foreign policy. A review of the list of speakers would show the variety of viewpoints expressed. However, despite repeated attempts by course coordinators and senior institute officials to obtain speakers who would voice the opinions and policy views of the administration, the number of administration officials who could make themselves available was not as great as many of us would have liked. Some of the most stimulating classes occurred when they did.

We heard the Left and Right debate whether or how pressures for population growth, food availability, and energy and resource supplies will affect our foreign policy at the beginning of the 21st century. But one need not debate the obvious point that the successes and failures of this administration will certainly affect U.S. foreign policy at that time. Many of us who will help formulate and implement this administration's policies believe we would have benefitted from a more thorough airing of its views and the views of those on its Right. We didn't get as much as we would have liked, but it wasn't because the institute didn't extend the invitation.

What's ahead

The staff of the mid-level program is taking steps to remedy these and other deficiencies. In addition to soliciting directly a thorough sampling of our views, the institute has called in an outside group to present an independent evaluation of the strengths and weaknesses of the course. More cross-conal sessions are planned for the next course. Another coordinator for the administrative course is scheduled to join the staff in October. The computer section will combine several elements into an expanded segment, and the addition of several WANG terminals should permit more "hands-on" use of both the computer and word-processing functions. The institute plans to continue seeking our views on the value of the course as we move through ongoing assignments.

As Secretary Haig stated when he addressed the mid-level course and executive seminar participants in January, training may be difficult, even painful, at the time one undergoes it but, in the end, it will be very worthwhile. Many of us "guinea pigs" who have felt that pain have worked with the Foreign Service Institute to lessen it for future mid-level classes. Many of us also believe in the value of the course, but the real test obviously will come as we attempt to apply what we have learned to our future assignments. ■

News Highlights

Employees at State lead U.S. Government in gifts to needy

The people of the Civil Service and Foreign Service at State have emerged from the 1981 fund drive for the Combined Federal Campaign as the champion givers among U.S. Government employees. "I am very pleased to report," said Secretary Haig in a letter to the campaign chairman (Secretary of Commerce Malcolm Baldridge), "that State shows the highest average gift per person—$87.00—among the major departments."

In the fundraising effort for 200 health, charitable and welfare organizations, the Department broke all its previous records. As of January 15, with money and pledges still coming in from overseas posts, State employees had contributed more than $400,000, exceeding the goal set for the Department by some 5%. Nearly half of the Department's employees, Under Secretary Richard T. Kennedy reported at an awards ceremony, had given by that date, this proportion being "15% higher than anything the Department has achieved in the past." For the first time, several bureaus and offices at State qualified individually for awards from central campaign headquarters.

Mr. Kennedy gave awards to representatives of six such offices and bureaus—Public Affairs, Congressional Relations, Sinai Support Mission, International Narcotics Matters, Refugee Programs and Inter-American Affairs. Other bureaus that surpassed their goals included the Foreign Service Institute and Economic and Business Affairs.

In a message to Department employees, Mr. Haig said: "To achieve this degree of success required a tremendous amount of team effort and personal commitment to those in need."

One employee who felt such a commitment, campaign officials reported, was assigned to a European post. His contribution was $6,728, representing proceeds from the sale of his car. ☐

Some 'hardship' people could have 'R&R' in U.S.

Employees and their families at certain hardship posts have the option of traveling to the United States for rest and recuperation, under a new regulation effective December 16. A collective bargaining agreement with the American Foreign Service Association and the American Federation of Government Employees authorizes the Secretary, in "extraordinary circumstances," to permit additional rest and recuperation for

At awards cremony for Combined Federal Campaign. From left. Under Secretary *Richard T. Kennedy; Joseph T. Sikes,* Refugee Programs; *John Campbell* (as stand-in for Herbert Rathner), International Narcotics Matters; *Dorothy W. Collins,* State's campaign coordinator; *Diana S. Lyte,* Congressional Relations; *George Kinter,* Sinai Support Mission; *Juanita Adams* (as stand-in for Margaret Pascoe), Public Affairs; *Mario Cantu,* Inter-American Affairs; *Monica Janzer,* Public Affairs; director general *Joan M. Clark. (Photo by Walter Booze, Visual Services)*

employees and their families during overseas tours.

Only employees and their families at posts which have hardship pay differentials of 20% and 25% may travel to the United States for "R and R." However, if they do not choose to travel to the United States, they may take this type of travel to designated locations known as post relief areas. ☐

State Department issues first subpoena

For the first time in its 200-year history, the Department has authority to issue administrative subpoenas. Acting under the Foreign Service Act of 1980 and the Inspector General Act of 1978, inspector general Robert L. Brown recently issued the first subpoena for the production of records. It was served on a U.S. corporation to require presentation of information related to an investigation.

The law now provides that any American corporation, financial institution, partnership, or individual can be subpoenaed to respond to inquiries conducted by the Department's inspector general. Specific regulations will be incorporated soon in the Foreign Affairs Manual. ☐

Inspector general *Robert L. Brown*, seated, discusses subpoena with *Carol Light*, left, Office of the Legal Adviser, *Richard K. Fox Jr.*, deputy inspector general, and *Philip J. Harrick*, right, assistant inspector general for investigations.

Fallows, Graham, Inman are next at Open Forum

James Fallows, Washington editor of the Atlantic, is scheduled to address the Secretary's Open Forum, February 17, on national defense. Governor Robert Graham of Florida is also slated to appear, to discuss the "Florida-Latin America Connection," February 24. In addition, Admiral B.R. Inman, deputy director, Central Intelligence Agency, is scheduled to speak on March 3.

Speakers this month were to include author Barbara Tuchman, "The U.S. Role in Creating a Positive Future," February 3; Under Secretary for Management Richard T. Kennedy, "Management Challenges of the Department," February 5; and Ambassador William E. Brock, U.S. trade representative, February 10.

Economist *Arthur Laffer* at Open Forum.

Forum speakers in January included Ben Wattenberg, editor and TV commentator, January 6; Julian Simon, author of "The Ultimate Resource," January 7; Arthur Laffer, "supply side" economist, University of Southern California, January 11; and Washington Post columnist Colman McCarthy, January 13. ■

Military attache is murdered

Secretary Haig issued the following statement on the terrorist killing in Paris, on January 18, of Lt. Col. Charles Ray, assistant U.S. military attache:

"The murder of Colonel Ray today in Paris fills me with grief and sympathy for his family and friends—and with revulsion for the assassin who killed him. It also strengthens my belief that terrorism is one of the most serious problems of our times and one which all civilized nations must redouble their efforts to combat. This attack will not inhibit us from continuing to carry out our diplomatic activities in France and throughout the world."

Colonel Ray was shot in the forehead as he walked from his apartment building to his car. The terrorist has not been identified or apprehended.

Appointments

Stoessel, career diplomat, is slated to be No. 2 under Haig

He would succeed Clark, and be succeeded by Eagleburger

PRESIDENT REAGAN, on January 8, announced his intention to nominate career Foreign Service officers to the second and third highest positions in the Department.

He said he would have Walter J. Stoessel Jr., under secretary for political affairs, step up to deputy secretary of state, thus becoming the first nonpolitical person to hold that post. The appointment would require Senate confirmation.

Mr. Reagan also said he would name Lawrence S. Eagleburger, assistant secretary for European affairs, to replace Mr. Stoessel in the No. 3 position. This, too, would be subject to Senate confirmation.

The No. 2 post became vacant after Mr. Reagan selected William P. Clark as assistant to the President for national security affairs. Mr. Clark succeeded Richard V. Allen, who resigned.

* * *

Following are biographical sketches of the two State officers chosen by the new administration.

Walter Stoessel was sworn in as under secretary for political affairs on February 28 last year. Before that assignment, he had been ambassador to Poland, 1968–72; to the Soviet Union, 1974–76; and to West Germany, 1976–80. He served as assistant secretary for European affairs, 1972–74.

Mr. Stoessel joined the Foreign Service in 1942. After a short training period, he was assigned as a consular, economic and political officer in Caracas. He was there two years. During World War II he served in the Navy, 1944–46, then returned to the Department. He was assigned to Moscow in 1947, where he was chief of the consular section and, later, a member of the political section.

Mr. Stoessel then spent a year at the Russian Institute at Columbia. From 1950 to 1952 he was a political officer with the U.S. High Commission, and chief of the Special Research Division at Bad Nauheim, Germany. From 1952 to 1956, he was the officer in charge of Soviet affairs in the Department. In 1956 Mr. Stoessel was assigned to the White House—as special assistant to the foreign policy adviser to the President.

Mr. Stoessel

Mr. Eagleburger

He then served in Paris, in the political section, until 1959. After his service in Paris, he attended the Harvard Center for International Affairs. From 1960 to 1961, he was the executive secretary of the Department. At the end of 1961, he returned to Paris, where he served as political adviser to the supreme allied commander, Europe.

In 1963 Mr. Stoessel was transferred to Moscow as deputy chief of mission. Two years later, in 1965, he was named deputy assistant secretary for European affairs. Mr. Stoessel holds the rank of career ambassador—the highest in the Senior Foreign Service. He is married to the former Mary Ann Ferrandou; they have three daughters.

* * *

Lawrence Eagleburger has served as assistant secretary for European affairs since last May. He was deputy under secretary for management, 1975–77, and ambassador to Yugoslavia, 1977–80. From 1973 to 1975, he was executive assistant to then Secretary Henry A. Kissinger.

Mr. Eagleburger joined the Foreign Service in 1957, and was assigned to the embassy in Tegucigalpa as an economic officer. In 1959 he became a political analyst for Cuban affairs in the Bureau of Intelligence and Research. Two years later, he was assigned to the Foreign Service Institute for Serbo-Croatian language training. Following his studies, he became an economic officer in Belgrade and remained there until 1965. He was then assigned to the Department's secretariat staff dealing with European affairs and, during March–July 1966, he became special assistant to former Secretary Dean Acheson, who was then serving in a special assignment as adviser to the President.

Mr. Eagleburger returned to the

Department as acting director of the Secretariat Staff. In October 1966 he became a member of the National Security Council staff, responsible for European affairs. He held that position until October 1967, when he was assigned as special assistant to the under secretary. From November 1968 to January 1979, Mr. Eagleburger was assistant to Mr. Kissinger in New York, during the presidential transition. In January 1969, he became executive assistant to Mr. Kissinger in the White House, and in September 1969 he was assigned as political adviser and chief of the political section at the U.S. mission to NATO, in Brussels.

Mr. Eagleburger then was deputy assistant secretary of defense for international Security Council affairs, policy plans, and National Security Council affairs, August 1971–January 1973. He was acting assistant secretary of defense for international security affairs, January–May 1973. From June to September 1973, he was deputy assistant to the President for national security operations. He then was named executive assistant to Secretary Kissinger, and in 1975 he was named to the top management post in the Department.

Mr. Eagleburger was born in Milwaukee on August 1, 1930. He received a bachelor-of-science degree from the University of Wisconsin in 1952, and a master's, also from that university, in 1957. From 1952 to 1954 he served as a first lieutenant in the Army. He won the Department of Defense Distinguished Civilian Service Medal in 1973, and the President's Award for Distinguished Federal Civilian Service in 1976.

Mr. Eagleburger is married to the former Marlene Ann Heinemann; they have three sons.

White House chooses 3 more ambassadors

President Reagan, as of late January, had announced his intention to nominate three more persons as ambassadors to other countries. All the nominations would require Senate confirmation. The three, in alphabetical order by post are:

- Lesotho—Keith Lapham Brown, president of the Brown Investment Corp., Denver, to succeed John R. Clingerman.
- Nicaragua—Anthony Cecil Eden Quainton, director of State's Office for Combatting Terrorism, to replace Lawrence A. Pezzullo.
- Philippines—Michael Hayden Armacost, deputy assistant secretary for East Asian and Pacific affairs, to succeed Richard W. Murphy.

* * *

Following are biographical sketches of the persons chosen by the new administration.

Lesotho

Keith Brown has been vice president of the Caulkins Oil Co., Oklahoma City and Denver, since 1955. He was a lawyer with the San Antonio firm of Lang, Byrd, Cross, Ladon & Oppenheimer, 1949–55.

Mr. Brown was born in Sterling,

Under Secretary *Walter J. Stoessel*, left, at reception for newly-designated ambassadors and their spouses who attended the seminar for ambassadors at the Foreign Service Institute. Others, from left: *Melvin Herbert Evans* (Trinidad and Tobago); *Mrs. Anthony C.E. Quainton* (Nicaragua); *Mrs. Evans*; *Mrs. Robert Casey* (Niger); *Andrew L. Steigman*, deputy assistant secretary for personnel; *Manuel Silberstein*, institute; *Shirley Temple Black*, seminar leader; *Mrs. Brown*; *Keith Lapham Brown* (Lesotho); *Mrs. Stoessel*; *Mrs. Cutler*; *Walter Leon Cutler* (Tunisia); *Mrs. Paul H. Boeker*, seminar staff.

Ill., on June 18, 1925. He attended the University of Illinois, 1943–44; University of Texas, 1944–45; and the Northwestern University law school, 1946–47, and received a degree from the University of Texas law school in 1949. From 1943 to 1946 he served in the Navy.

He is an honorary trustee of Colorado Academy; president of the Mile High Club of Denver; a director of the National Western Stock Show and the Boys Club of Denver; and a member of the Social Science Foundation Associates of Denver University, Denver Committee on Foreign Relations, and of the Texas, Oklahoma and Colorado bar associations.

Mr. Brown is married to the former Carol Liebmann; they have two daughters and a son.

* * *

Nicaragua

Anthony Quainton was the ambassador to the Central African Republic, 1976–78. He joined the Foreign Service in 1959. Over the years he held assignments as visa and commercial officer in Sydney, 1959–62; as a student at the Foreign Service Institute, taking Hindi language studies, 1962–63; economic officer in Karachi, 1963–64, and Islamabad, 1964–66; political and economic officer in New Delhi, 1966–69; and senior political officer for India, 1969–72.

From 1972 to 1973 Mr. Quainton was political officer in Paris, and from 1973 to 1976 he was the deputy chief of mission in Kathmandu. After his tour as envoy to the Central African Republic, Mr. Quainton became director of the Office for Combatting Terrorism, with the rank of ambassador, in 1978. Last year he was appointed a career member of the Senior Foreign Service, class of minister-counselor.

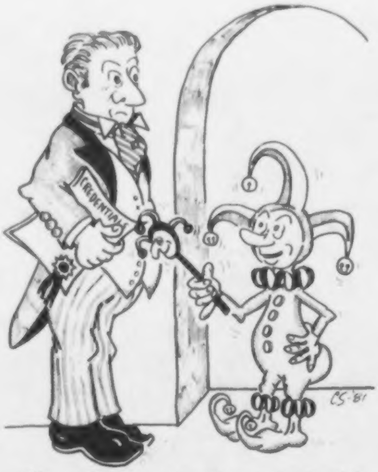
Mr. Quainton was born in Seattle on April 4, 1934. He received a bachelor's from Princeton in 1955, and a bachelor's in literature from Oxford in 1958. He was a research fellow at Oxford, 1958–59, before joining the Service. He is fluent in seven languages—French, Hindi, Urdu, Russian, Italian, Nepali and Spanish. Mr. Quainton won the American Foreign Service Association's William R. Rivkin Award in 1972.

He is the author of many articles and book reviews, and a member of the American Foreign Service Association and the Lions Club in Rawalpindi, Kathmandu and Bangui. Mr. Quainton is married to the former Susan Long; they have two daughters and a son.

Mr. Brown

Mr. Quainton

Mr. Armacost



"Now, when you present your credentials, the King likes every U.S. ambassador to give a little impersonation of Humphrey Bogart!"

* * *

Philippines

Michael Armacost was deputy assistant secretary of defense for East Asian and Pacific affairs, 1978–80, before he became a deputy in State's East Asian bureau. He also was a member of State's Policy Planning Staff, 1969–72 and 1974–77, and special assistant to the ambassador to Japan, 1972–74. From 1977 to 1978 he was a senior staff member, for East Asia, with the National Security Council. Earlier, he was on the faculty of several colleges and universities.

In academia, he was instructor in government, 1962–65, and then assistant professor, 1965–68, Pomona College, Claremont, Calif.; visiting associate professor of international relations, International Christian University, Tokyo, 1968–69; and lecturer in international relations, Johns Hopkins, 1970–71, and Georgetown, 1971–72.

Mr. Armacost was born in Cleveland on April 15, 1937. He received a bachelor's from Carleton College in 1958, a master's from Columbia in 1961, and a doctorate, also from Columbia, in 1965. He also attended Friedrichs Wilhelms University in Germany, 1958–59. He won the Department's Superior Honor Award in 1976, and the Department of Defense Distinguished Civilian Service Medal in 1980.

He is the author of two books, "The Politics of Weapons Innovation" and "The Foreign Relations of the United States." He belongs to Phi Beta Kappa, the Council on Foreign Relations and the White House Fellows Association. He is married to the former Roberta Bray; they have three sons. ☐

Hill liaison post to change hands

President Reagan has announced his intention to nominate Powell A. Moore, his assistant for legislative affairs, as State's new assistant secretary

Mr. Moore

for congressional relations. He would succeed Richard Fairbanks, who is to undertake a special assignment at State that was to be announced later.

Mr. Moore began his Washington career in 1966 as an aide to the late Senator Richard B. Russell (D.-Ga.). When the senator died in 1971, Mr. Moore became deputy director of public information at the Department of Justice. He later served in the Office of Legislative Affairs in the White House, under Presidents Nixon and Ford. In 1975, when he left to enter private business, he was a deputy special assistant to the President.

Mr. Moore worked on the national presidential campaign staff of President Nixon in 1972, President Ford in 1976, and President Reagan in 1980. His association with the Reagan campaign began in early 1979. He was assistant director of congressional relations for the Reagan transition.

Mr. Moore was born in Milledgeville, Ga., on January 5, 1938. He received his bachelor's from the Henry Grady School of Journalism, University of Georgia, in 1959. He is a former editor of a weekly newspaper in Georgia and, before going to the White House, was a Washington representative and consultant for several corporations and associations. Mr. Moore served as an Army officer for three-and-a-half years, including a tour in West Germany. He is married and has two children. □

Correction

The correct name of the ambassador to Tunisia is Walter Leon Cutler. He was incorrectly referred to as William Cutler in the December STATE. □

Career diplomat gets nod for arms talks

President Reagan has announced his intention to nominate Maynard W. Glitman, a career Foreign Service officer, as the Department's representative and deputy head of the U.S. delegation to the intermediate range nuclear force negotiations with the Soviet Union. Mr. Glitman would have the rank of ambassador.

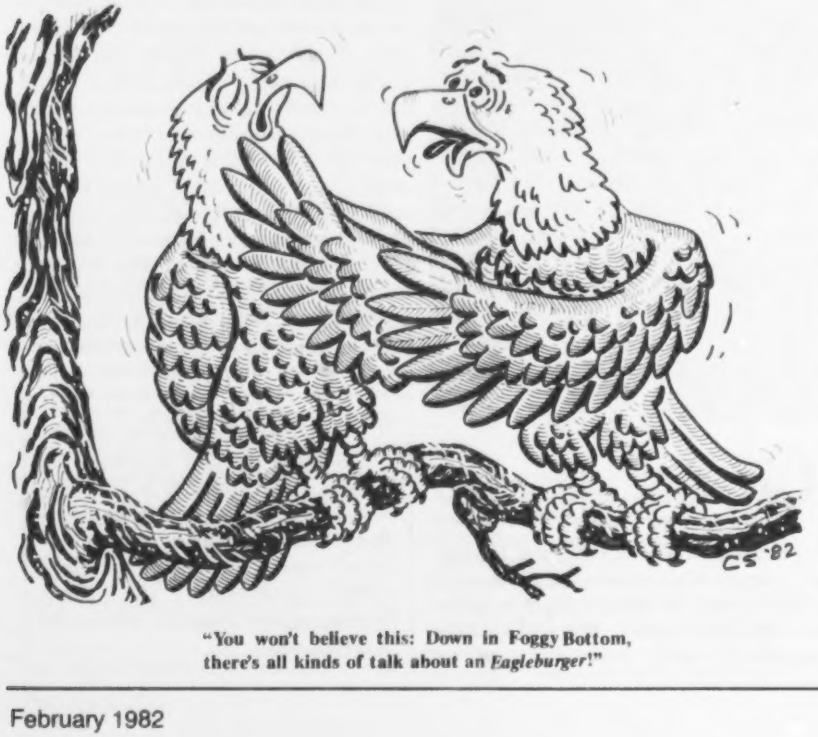
Mr. Glitman

Mr. Glitman was deputy chief at the U.S. mission to NATO, in Brussels, 1977–81. In 1981 he was appointed a career member of the Senior Foreign Service, class of minister-counselor.

He joined the Foreign Service in 1956, and was assigned as an economic officer. From 1957 to 1959 he was a fiscal and financial officer in the Department. He later held assignments as consular and economic officer in Nassau, 1959–61; economic officer, Ottawa, 1961–65; and attended the University of California, taking Atlantic affairs studies, 1965–66. He returned to Washington as an international relations officer in 1966. Mr. Glitman was political officer in Paris, 1968–73, then director of the Office of International Trade, 1973–74.

He was appointed deputy assistant secretary for international trade policy in 1974. He later was on detail to the Department of Defense, as deputy assistant secretary for international security affairs, 1976–77. He became a member of the U.S. delegation to the nuclear force negotiations in 1981.

Mr. Glitman was born in Chicago on December 8, 1933. He received a bachelor's from the University of Illinois in 1955, and a master's from the Fletcher School of Law and Diplomacy in 1956. He served in the Army, 1957. He is a member of Phi Beta Kappa. He has won the Department of Defense Outstanding Public Service Medal, 1977, and its Distinguished Public Service Medal, 1980. He is married to the former G. Christine Amundsen; they have three sons and two daughters. ■



"You won't believe this: Down in Foggy Bottom, there's all kinds of talk about an *Eagleburger*!"

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.*

Q.

AFRICA

A few months ago, you answered a question about identifying bowel cancers early. Are there any particular risk factors for men and women with regard to developing cancer of the colon?

A.

The major risk factors for cancer of the colon and rectum are:

- A history of rectal polyps (that means that you have previously had a rectal polyp discovered and removed).
- A history of rectal polyps in your family members (parents, brothers, sisters, aunts and uncles).
- A past personal medical history of ulcerative colitis.
- An episode of blood noticed in the stool.
- Over age 40.

With any of these factors becoming evident, regular checkups by a physician are imperative. Two out of three patients with cancer of the colon and rectum can be saved with early diagnosis and prompt treatment. Procedures now available for prompt diagnosis include the digital rectal examination, a special stool test for blood, colonoscopy and lower bowel X-rays.

Q.

EUROPE

What causes stuttering? And what is the current treatment? We're quite concerned about our son, who has recently developed the condition.

A.

No one really knows why some people stutter, though some contend that the speech abnormality may be related to handedness (being right or left handed). Others contend that stress plays a role, while some feel that stuttering is "learned." Research is being carried out to try to determine the cause. There are many kinds of treatment for stutterers, including medication, speech therapy, behavioral modification, psychotherapy and hypnosis. Stutterers respond differently to these various modes of therapy. You should consult your physician for the correct referral for your child. In the meantime, remember that 80% of children and adolescents outgrow this problem.

Q.

ASIA

Does the medical program cover outpatient acupuncture treatment for headaches? If you won't pay for it, will my insurance?

A.

In general, outpatient expenses are not covered by the Department's health care program. Under the provisions of most health insurance carriers, acupuncture is not covered except when it is used as an anesthetic agent for covered surgery. For example, if an appendectomy is performed using acupuncture instead of traditional anesthesia, payments would be covered. Read the fine print very carefully in your health insurance policy. But, offhand, I believe outpatient acupuncture-treatment claims for headaches would not be reimbursable.

Q.

SOUTHEAST ASIA

My dependent wife is scheduled for minor surgery at our nearest medical evacuation point, an hour's flight away in [an adjacent country]. She will be in an outpatient status. Does she need an FS-569 so the embassy will pay the bills? The post is preparing temporary duty orders to cover her transportation and hotel expenses. Our administrative officer won't give her the 569. Do you agree?

A.

The authorization document, FS-569, is issued only when the patient has an illness or injury which requires hospitalization on an inpatient basis. Since your wife is not to be hospitalized, the administrative officer is correct in not issuing this document. You must assume responsibility for the outpatient expenses, and may request reimbursement from your insurance carrier.

Q.

WASHINGTON

What is the different between a neurotic and a psychotic person?

A.

These are terms that are used too often—and almost always incorrectly. In psychiatric use, they refer to the degree of dysfunction in one's life (work, social, personal). Neurotic refers to less-serious situations, which to a certain degree all people encounter at times in certain areas. Psychotic refers to a much more severe dysfunction, where the person's ability to function is, for all intents and purposes, lost. Psychoses usually require a stay in a psychiatric hospital. There is no indication that any of these conditions is permanent. A psychotic person can return to a less-disturbed degree of functioning, or can even be nor-

Who's YOUR favorite?

Sahel-o, the post newsletter for Niamey, Niger, features a "Parasite of the Month." The December champion—"one of our more popular parasites"—was "the ubiquitous *entamoeba histolytica*." The "next Parasite of the Month" was to be *giardia lamblia*.

mal again. Conversely, a normal or neurotic person can become psychotic. All of these conditions are reversible. The tranquilizers used today have done a great deal to control these conditions and to shorten stays in hospitals. ☐

Dr. Korcak's health hints

How to cope without cigarettes

When the urge to smoke hits, do something else quickly, such as: Take a deep breath. Repeat. Hold it for 10 seconds. Then release slowly.

Get plenty of exercise, preferably outdoors. Exercise burns off calories, makes you feel better, and gets you out of the coffee-and-cigarettes rut. A simple walk around the block after dinner can replace dessert and a cigarette.

Drink plenty of liquids, such as seasoned tomato juice, broth, milk, all juices rich in vitamin A. Pass up soft drinks and coffee, since both are stimulants that can enhance the appetite for food and cigarettes. Also, stay away from alcoholic beverages, or keep them to a minimum for a few weeks. Avoid parties for a while.

A snack is a great way to resist the impulse to smoke, but make it light in calories and high in nutrition—fresh fruit, a hard-boiled egg, or crisp vegetables with a lot of crunch.

Keep your hands occupied. Try playing a musical instrument, knitting, or fiddling with hand puzzles.

Take a long shower. (It's hard to smoke in the shower.)

Never face the crisis of craving a cigarette alone. Find someone you can call or visit at this critical time. The ex-smokers among your friends can be most helpful. ☐

Alcoholism is 'a treatable medical problem,' says Secretary Haig

Secretary Haig has sent the following message to "my colleagues in the Department of State and the Foreign Service":

THE MOST RECENT report from the National Institute on Alcohol Abuse and Alcoholism indicates the extent and severity of the problem of alcoholism in the United States. Two-thirds of American adults drink alcohol and 10% of these are likely to become alcoholic at some point in their lives. Alcoholism doesn't discriminate. Estimates from our own Office of Medical Services confirm that we in the Department of State and the Foreign Service are as vulnerable to this disease as members of any other profession, industry or community.

The Office of Medical Services of the Department of State has had an Alcohol Awareness Program in operation since 1972. The program has had a significant success rate within the Department. It is the Department's source for information regarding education about alcoholism. It provides guidance in regard to alcohol-related job performance problems and coordinates treatment for those who need help for themselves, their dependents, or their colleagues.

Most importantly, it is the Department's policy to view alcoholism as a treatable medical problem and assure that job security and promotion opportunities are not jeopardized by seeking counsel or referral assistance. The Department's program provides procedures for confidentiality and for initiating treatment for those who need help.

I especially urge all senior management employees, wherever they may be assigned, to familiarize themselves with the resources available. The Alcohol Awareness Program is prepared to provide you and your staff with briefings on alcoholism as well as consultation on alcohol-related problems which may have arisen within offices under your responsibility. Denial is the hallmark of the individual with this disease, so we cannot wait for self-referrals to make a significant inroad into the problem. Supervisory and management staff must themselves be alert so that the individual needing help receives it sooner.

Secretary Haig

The Alcohol Awareness Program is obviously important to the work of the Department. It is even more important to the life of the individual employee.

—Alexander M. Haig Jr.

Danger: Gas heaters

The following article appeared in the Foreign Service Medical Bulletin:

Overseas personnel and their family members should be aware of the potential hazard of carbon monoxide poisoning associated with gas fired space and hot water heaters. Incomplete combustion of gas in space and hot water heaters can produce carbon monoxide (CO) which can cause headaches, dizziness, nausea, lack of coordination, unconsciousness, and death. Carbon monoxide is a colorless, tasteless, odorless, and non-irritating gas. Carbon monoxide poisoning is entirely by inhalation and is rapid in onset with little awareness by the victim. Persons are at increased risk while sleeping.

Sources: The danger of carbon monoxide poisoning is commonly recognized in cold climates, in association with the use of gas, kerosene, and oil space heaters. It is also a significant danger in tropical areas when associated with the use of gas hot water heaters in poorly ventilated bathrooms. An unvented heater or one that is poorly adjusted and dirty can produce deadly quantities or carbon monoxide.

Precautions: For gas fired space or hot water heaters:

1. Never sleep in a room with a heater burning (vented or unvented). Turn heater off before going to sleep.
2. During waking hours, keep a window partially open to insure ventilation.
3. Never use a heater that burns with a yellow flame which indicates that excessive carbon monoxide is being given off. The flame should be blue and burn evenly.
4. Inspect heaters periodically to confirm that they are properly adjusted and clean.
5. Clean the flue regularly to insure that it is clear. Look for unusual blockages such as birds nests.
6. Avoid surface contact with heaters to prevent skin burns.

Emergency procedures: Remove victim to fresh air. If unconscious, provide cardiopulmonary resuscitation and transport for medical treatment.

Remember: It takes the combination of two circumstances to bring about carbon monoxide poisoning:

1. Improper burning of fuel.
2. Insufficient ventilation.

Fire hazard: To avoid the danger of a fire, keep at least three feet cleared in all directions around space heaters. Do not put space heaters near drapes, furniture or other flammable materials, or near traffic lanes. Ventilate space before striking a match to light the heater.

NIAMEY, Niger—Family nurse practitioner *Lesley Mortimer* receives meritorious service increase from chargé *Peter R. Chaveas.* ■

Education and Training

Schedule of courses at Foreign Service Institute

Program	*Mar.*	*Apr.*	*May*	*Length of course*
Administrative training				
Administrative CORE	1,29	26	24	3 weeks
General Services Operations	22	19	17	3 weeks
Personnel Laboratory	—	19	—	2 weeks
Budget and Financial Management	22	19	17	6 weeks
*Coping with Violence Abroad	22	19	3,10,17	2 days
**This course used to be available on a walk-in basis. It is now required that you pre-register.*				
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedure	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Advanced Consular Course	—	26	—	3 weeks
Consular Employees' Professional Seminar	—	5	—	2 weeks
Economic and commercial training				
Information Systems Manager Training	1	—	—	3 weeks
Executive development				
Executive Performance Seminar	7	—	2	5 days
Supervisory Studies Seminar	—	—	16	5 days
Executive EEO Seminar	30	27	—	1 day
Political training				
Foreign Affairs Interdepartmental Seminar	29	—	—	2 weeks
Negotiation Art and Skills	—	—	10	5 days
Executive-Congressional Relations	—	26	—	1 week
Analytic Reporting Skills	—	5	—	2 weeks
Science Symposium Workshop: "Diplomat and Designer Genes: Foreign Policy Implications of the Biotechnology Revolution"	3	—	—	1 day
Orientation				
Orientation Program for Foreign Service Officers	3	28	—	6½ weeks
Orientation Program for Foreign Service Personnel	8	—	3	5 days
Departmental Officer Orientation Program	8	—	3	2 days
Foreign Service Secretarial Training	15	—	10	5 days
Departmental Clerical Orientation	29	12	24	4½ days
Clerical workshops				
*Telephone Techniques Workshop	1	—	—	4 hours
Dictation and Transcription Workshop	—	—	10	8 weeks
**Self-paced, instructor monitored*				
Secretarial skills				
Basic Office Skills and Techniques	22	—	—	24 hours
Management Skills Seminar for Secretaries	—	26	—	2½ days (offsite)
*Beginning Stenography (Steno Lab)	—	—	4	9 weeks
**Self-paced, instructor-monitored*				
Communication skills				
English and Communidcation Skills	—	—	18	6 weeks
Reading Development Skills I and II	—	12	—	20 hours
Fundamentals of Writing (for Government)	1	—	3	5 weeks
Speech and Oral Communication	—	6	—	6 weeks
Courses for managers				
Advanced Writing for Senior Managers	—	—	3	22 hours
Effective Oral Communication for Managers	11	—	—	5 days
Effective Writing for Managers	—	5	—	5 weeks

—(Continued on next page)

Equal employment seminar offered for supervisors

Management training courses on equal employment opportunity will be offered at the Foreign Service Institute, State Annex 3, Rosslyn, on March 30, April 27 and September 28. Participation in the one-day seminar fulfills a requirement for supervisory personnel to attend a basic equal employment opportunity course.

Employees at FO-1 through 3, GS-15 through 12, and FP-1 through 3, are eligible to apply. They must submit a Form DS-755 to the registrar's office, Room 100, SA-3. For information, call Rochelle Dobbins at the institute, 235-8771. □

Financial planning for families

A free workshop on financial planning is being offered to Foreign Service employees and spouses on February 16-17, 9 a.m.-4 p.m., at the Overseas Briefing Center, State Annex 3, Rosslyn.

Sponsored by the American Association of Foreign Service Women, the Family Liaison Office and the center, the workshop will include information on new federal tax laws; regulations resulting from the Foreign Service Act of 1980; interpreting allowances and benefits; savings and investment plans, retirement and estate planning; definition of a legal residence and establishing a credit rating.

For information on the workshop, and on reimbursement for child care expenses, telephone 235-8784. □

February 15 is deadline for scholarship seekers

High school students and college juniors must apply by February 15 for the merit awards and scholarships offered by the American Foreign Service Association, in cooperation with the Association of American Foreign

Solution to Diplo-crostic puzzle No. 13

(See January issue)

Freud
Thoughts on War and Death

"Wars can never cease so long as nations live under such widely differing conditions, so long as the value of individual life is in each nation so variously computed, and so long as the animosities which divide them represent such powerful instinctual forces in the mind."

A. Floppy Disc
B. Results
C. Electronic
D. Unison
E. Digital
F. Thousand Sen
G. High Noon
H. Optical Scan
I. Undone
J. Ghillies
K. Heuristic
L. Tidiness
M. Software
N. Overflow
O. Nonsense
P. Whichever
Q. Accession
R. Revised
S. Anvil Chorus
T. Nidified
U. Data Management
V. Downtime
W. Evasion
X. Audiovisual
Y. Terminal
Z. Huffy

Service Women.

The financial grants for college juniors, based on need, range from $200 to $2,000 each. The merit awards, based solely on academic excellence, are for $500 each and are available to high school students graduating this year. Twenty-two merit awards will honor Norris S. Haselton, former inspector general of the Foreign Service, who died in May 1981, and his wife, Betty, who has been active in the annual Bookfair and other association projects since the early 1960s.

Students must be members of Foreign Service families who have served or are serving abroad. Information and applications may be obtained from Dawn Cuthell, American Foreign Service Association, 2101 E Street N.W., Washington, D.C. 20037.

—(Continued from preceding page)

Area studies and language training

Program	*Mar.*	*Apr.*	*May*	*Length of course*
Area studies				
Africa, Sub-Sahara	—	19	—	2 weeks
Western Europe	—	19	—	2 weeks
People's Republic of China	8	—	—	2 weeks
East Asia	—	19	—	2 weeks
Eastern Europe and USSR	—	19	—	2 weeks
Latin America	—	19	—	2 weeks
Near East and North Africa	—	19	—	2 weeks
South Asia	—	19	—	2 weeks
Southeast Asia	—	19	—	2 weeks
Overseas Briefing Center				
Two-Week Family Workshop	8	—	3	2 weeks
English-Teaching Seminar	—	—	17	1 week
Community Skills Center	—	—	24	1 week
Career Counseling Seminar	2	—	—	4 days
Going Overseas	6,17	21	1,19	1 day
Re-Entry Workshop	1	—	—	1 day
Language and advanced area courses				
French	8	5	3	20 weeks
German	—	5	—	20 weeks
Italian	—	5	—	20 weeks
Portuguese	—	5	—	24 weeks
Spanish	8	5	3	20 weeks
Familiarization and short-term (FAST) Courses				
French (Metrop.)	8	5	3	10 weeks
French (Sub-Sah.)	8	5	3	10 weeks
German	—	19	—	10 weeks
Italian	—	19	—	10 weeks
Japanese	—	—	10	6 weeks
Portuguese (L.A.)	—	9	—	10 weeks
Portuguese (Eur.)	—	9	—	10 weeks
Russian	—	—	24	6 weeks
Serbo-Croatian	—	—	24	6 weeks
Spanish (Eur.)	8	5	3	10 weeks
Spanish (L.A)	8	5	3	10 weeks☐

The telephone number is (202) 338-4046. ■

Here are pay figures for State executives

Following is the text of a Department Notice issued January 7:

This notice is to clarify the information available to those employees whose salaries were affected by the previous pay cap of $50,112.50. All salary changes are effective January 1, 1982.

1. Salaries for chiefs of mission at Class I missions remain unchanged at $60,662.50.

2. Salaries for chiefs of mission at Class II missions are raised to $59,500.00.

3. Salaries for chiefs of mission at Class III missions are raised to $58,500.00.

4. Salaries for chiefs of mission at Class IV missions are raised to $57,500.00.

5. Salaries for GS/GM/FO/FP personnel who were previously capped at $50,112.50 may be raised, as warranted by employee's grade and step, to previously scheduled salary rate, always subject to newly-imposed pay cap of $57,500.00.

6. SES/SFS salaries (other than those for chiefs of mission) may be

raised as warranted by employee's grade and step to scheduled salary rate, always subject to newly-imposed pay cap of $58,500.00. Level 1 earns $54,755, Level 2 earns $56,936, Levels 3 through 6 earn $58,500.

7. FSR/FSRUs are to be paid as if they had converted to worldwide service, and paid as follows based on class and step:

Former FSO/FSR/RU class and step	SFS/SES level at which paid	New payable salary rates
Class 2, Step 1	FE-OC/ES-1	$54,755
Class 2, Step 2	FE-OC/ES-2	$56,936
Class 2, Step 3	FE-OC/ES-3	$58,500
Class 2, Step 4	FE-OC/ES-3	$58,500
Class 2, Step 5	FE-OC/ES-4	$58,500
Class 2, Step 6	FE-OC/ES-4	$58,500
Class 2, Step 7	FE-OC/ES-4	$58,500
Class 1, Step 1	FE-OC/ES-4	$58,500
Class 1, Step 2	FE-MC/ES-4	$58,500
Class 1, Step 3	FE-MC/ES-5	$58,500
Career minister	FE-CM/ES-6	$58,500

FSR/RUs in Classes 3 and below are to be paid as if they had converted to worldwide Foreign Service (Section 2101 of the new Foreign Service Act), e.g. FSR/RU-3 is now paid at level of FS-1, FSR/RU-4 is now paid at level of FS-2, etc. Salaries may be raised to scheduled rates, as warranted by employee's grade and step, always subject to the new pay ceiling of $57,500 for those at FSR/RU-3 level and below.

For Classes FS-1 and FS-2, the lifting of the pay cap will result in payable salaries as follows:

FS-2, Step 11 earns $50,839.
FS-2, Step 12 earns $52,364.
FS-2, Step 13 earns $53,935.
FS-2, Step 14 earns $55,553.
FS-1, Step 4 earns $51,014.
FS-1, Step 5 earns $52,544.
FS-1, Step 6 earns $54,121.
FS-1, Step 7 earns $55,744.
FS-1, Step 8 earns $57,417.
FS-1, Step 9 earns $57,500.
FS-1, Steps10-14 inclusive earn $57,500.

8. GS salaries which have been affected by the previous pay cap of $50,112.50 should be revised as follows:

GS grade and step	New salary
GS-14, Step 9	$50,273
GS-14, Step 10	$51,596
GS-15, Step 4	$51,353
GS-15, Step 5	$52,909
GS-15, Step 6	$54,465
GS-15, Step 7	$56,021
GS-15, Steps 8, 9, and 10 capped at	$57,500
GS-16, Step 1	$54,755
GS-16, Step 2	$56,580
GS-16, Steps 3 through 10 inclusive capped at	$57,500
GS-17, all steps capped at	$57,500
GS-18, at	$57,500

Under provisions of the Foreign Service Act of 1980, members of the Senior Foreign Service receive no periodic step increases. Step increases for this category of personnel ceased with the effective date of the act, February 15, 1981. FSRs and FSRUs are to be paid as if converted to worldwide service under the provisions of Section 2101 of the act. Consequently, there are no step increases for those FSRs and FSRUs at the 1 and 2 levels. ☐

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

President Reagan

"Situation in Poland," Washington, December 23 (Current Policy No. 357).

Secretary Haig

News conference (incorporating joint statement by President Reagan and Chancellor Schmidt, Washington, January 6 (Current Policy No. 359).

Interview on "Face the Nation," Washington, December 20 (Current Policy No. 356).

Europe

"U.S. and Europe: Partnership for Peace and Freedom," Lawrence S. Eagleburger, assistant secretary for European affairs, European People's Party Conference, Bonn, West Germany, December 7 (Current Policy No. 355).

General foreign policy

"The Human Factor in Shaping Foreign Policy," William P. Clark, deputy secretary of state, 33rd annual Student Conference on U.S. Affairs, West Point, Nov. 18 (Current Policy 358).

Human rights

"Double Standards in Human Rights," Jeane J. Kirkpatrick, U.S. permanent representative to the United Nations, Third Committee, General Assembly, New York, November 24 (Current Policy No. 353).

Inter-American affairs

"Strategic Situation in Central America and the Caribbean," Thomas O. Enders, assistant secretary for inter-American affairs, before the Subcommittee on Western Hemisphere Affairs of the Senate Foreign Relations Committee, December 14 (Current Policy No. 352).

International narcotics matters

"International Narcotics Control," Joseph H. Linnemann, deputy assistant secretary for international narcotics matters. Permanent Subcommittee on Investigations of the Senate Committee on Governmental Affairs, November 13 (Current Policy No. 345).

Near East and South Asia

"Afghanistan: Two Years of Occupation," Eliza Van Hollen, Bureau of Intelligence and Research, December 1981 (Special Report No. 91).

Oceans, international environmental and scientific affairs

"Nuclear Cooperation and Nonproliferation Strategy," James L. Malone, assistant secretary for oceans and international environmental and scientific affairs, submitted to Atomic Industrial Forum, San Francisco, December 1 (Current Policy No. 354).

Background Notes

Dominica (11/81).
German Democratic Republic (11/81).
South Korea (11/81). ☐

Copyright material has been deleted, not available for Microfiche Edition.

Foreign Service Mascots

Munching in Mali

(Where spaghetti is a problem)

IT's GREAT to be an animal in the zoo at Bamako. If that's what you are, then you are eating very well, thank you, because you are an object of a project of the American community. The purpose of the project is to feed you.

In addition, you are getting a lot of media attention—in the U.S. embassy newsletter, Les Cacahouetes de Bamako. Every week, in a section reporting on the FOMZ (Friends of the Malian Zoo), there are tidbits such as this:

—"Keep the garbage goodies coming each Tuesday and Friday. No one seems to like citrons; otherwise, everything was delicious."

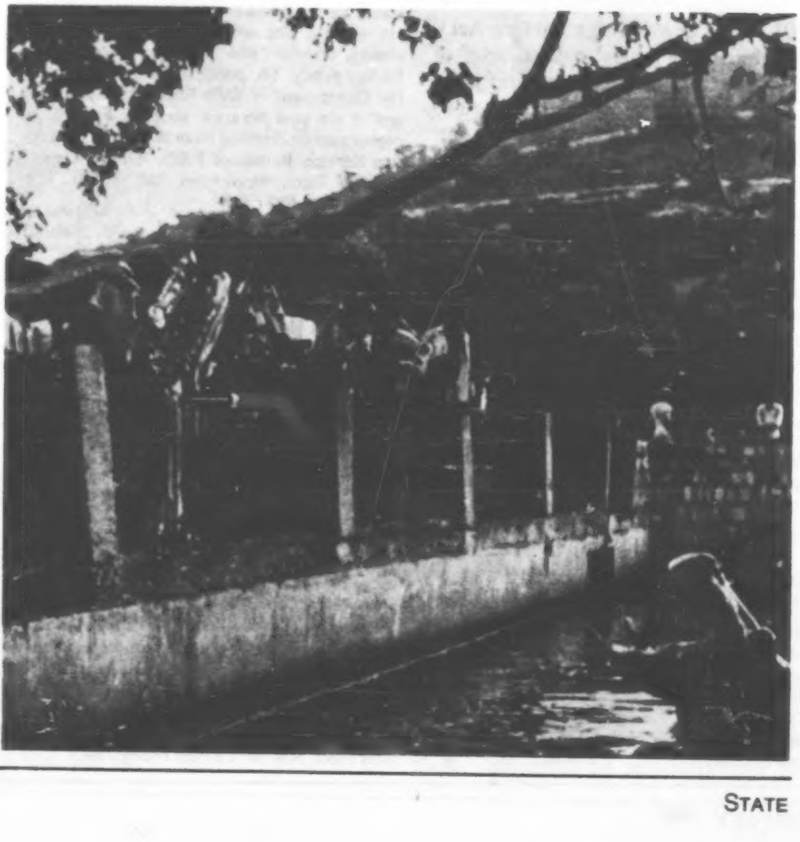
—"Remember: no orange or lemon peels (even the wart hogs won't eat them). The meat should be separate from the vegetables."

—"The animals love spaghetti with sauce, but the distributors [members of FOMZ] find it a bit 'yucky' to dig out of the sacks of other goodies."

"Did I hear the dinner bell?"

The FOMZ. *(Photos by Warren Morningstar and Kurt Fuller)*

"Gee! Can I borrow that recipe?"



—"Be sure that each primate gets something it likes (that's 15 bananas twice a week).

—"You have no idea how many peanuts an ostrich can eat nor how sad their big eyes can be."

—"You will never know how much a hippo can eat until you see it yourself."

FOMZ's chief feeder is Margaret (Tatsie) Wilson, whose husband, David, is director of the AID mission. Twice a week, at the head of a column of children, both Malian and American, who help with the feeding, she caters a repast for lucky you (if you happen to be an animal in the zoo).

The project began when Shirley Furst, then the embassy contract nurse, asked the zoo to adopt Boo-Boo, her pet monkey. In the negotiations that followed, the Americans learned that the Malian government lacked funds to provide a balanced diet for the animals.

So FOMZ was born.

Aren't you lucky?■

"Where's the chow line?"

"Any seconds?"

Honors and Awards

Douglas Watson wins Equal Employment Opportunity Award

Douglas K. Watson, deputy executive director in the Bureau of Inter-American Affairs, is the winner of the Department's $2,000 Equal Employment Opportunity Award for 1980. He was cited for "outstanding contributions toward improving employment opportunities for minorities and women."

Mr. Watson

In nominating Mr. Watson, Andrew L. Steigman, deputy assistant secretary for personnel, noted that the Department's Executive Level Task Force on Affirmative Action had established a set of objectives designed to make the Foreign Service "more representative of the nation it represents." The Office of Career Development and Assignments, in the Bureau of Personnel, assumed "a point role" for the program, and Mr. Watson was asked to assume personal responsibility for its success. He was a member of that bureau at the time.

Mr. Steigman credited Mr. Watson with having assembled a task force that produced a draft affirmative action plan for the bureau. Addressing the Mid-Level Program, Mr. Watson recommended an expansion of the Appointments Review Committee tb include additional minority and women members. "Working with his colleagues, he developed a program of positive outreach to individual mid-level entrants designed to provide more timely and effective counseling without waiting for those officers to take the initiative," Mr. Steigman wrote.

Mr. Watson urged that minority and women members entering at mid-level be given greater participation in standard courses, such as that for junior officers, and the Executive Performance Seminar. (Attendance at these courses is now standard practice, Mr. Steigman noted.) In addition, Mr. Watson prepared a checklist for counselors, elements of which were routinely incorporated in counseling letters and interviews, designed to help officers get a "timely focus" on their performance, work requirements, areas of personal and professional concern, and the need to discuss these "vital matters with supervisors."

Mr. Steigman also cited Mr. Watson for his "invaluable assistance" to the Board of Examiners in increasing the number of minority and women examiners on the board's panels. "The idealism and dedication he displayed were exemplary of the most creative kind of Government servant," Mr. Steigman noted.

Mr. Watson joined the Foreign Service in 1966. He served in Cairo, Athens, Madrid, Vietnam and Quito. In 1976 he helped establish the Human Resources Management Division in the Bureau of Personnel. From 1978 to 1980 he was the inter-American division chief in the Office of Foreign Service Career Development and Assignments. He then served as a Pearson fellow in the office of Rep. Dante Fascell (D-Fla.). He joined the inter-American affairs bureau last June.

MADRAS, India—At awards ceremony, from left: consul general *Douglas M. Cochran*, Foreign Service nationals *S. Janardhanan* and *E. Pattabhiram*, political/economic officer *David R. Telleen*.

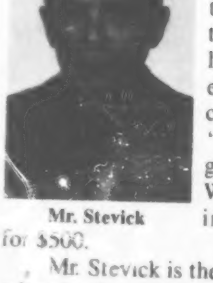
The Equal Employment Opportunity Award is open to all Department employees, except those assigned full-time to equal employment opportunity positions. The award may be given for "proposing, developing or implementing a single policy, activity or program, or a continuing series of activities and programs," to improve opportunities for minorities and women.

The award has been increased to $5,000 for 1981. Deadline for 1981 nominations is February 15.

Nominations should be sent to the Office of Equal Employment Opportunity and Civil Rights, attention Vivian L. Derryck, deputy assistant secretary, Room 3214. □

State's Swahili expert wins teaching award

Earl W. Stevick, a member of the Foreign Service Institute's language training staff since 1961, has won a Modern Language Associaton of America award for an "outstanding research publication in the field of teaching foreign languages and literatures." He was cited for his book, "Teaching Languages: A Way and Ways." The award includes a check for $500.


Mr. Stevick

Mr. Stevick is the author of several other books on language-teaching. He has published many articles and has prepared basic courses for seven languages. They are East Armenian and six African languages—Swahili, Yoruba, Shona, Chewa, Rundi and Ganda.

Mr. Stevick is a member of the Department of Program and Staff Development in the School of Language Studies at the institute. He is the school's scientific linguist for Swahili. His duties include curriculum development, staff training, project supervision and research. ■

Personnel: Civil Service

Promotions

GM–13

Mayers, Christopher George, Office of Supply, Transportation and Procurement, Traffic Management Division

GM–14

Newell, Michael B., Bureau of Administration, Administrative Services Division

GM–15

Koeneman, Charles F., Office of Comptroller, Financial Operations

GS–3

Jackson, Kenneth E., Passport Services, Office of Program Support
Scott, Judith Joan, Bureau of Personnel, Office of Management, Administrative Services
Stockton, Karen J., Passport Services, Office of Program Support

GS–4

Collier, Shelly A., Bureau of Personnel, Testing and Assessment Center
Cureton, Deanna J., Passport Services, Office of Program Support
Honnold, Marijean, Passport Office, Seattle
Warner, Doris Jean, Passport Services, Office of Program Support

GS–5

Abraham, Luberta, Executive Secretariat
Benjamin, Jessie M., Office of Supply, Transportation and Procurement, Contract Branch
Brown, Andre E., Foreign Affairs Information Management Center, Telecommunications Indexing Branch
Fisher, Paul W., Economic and Business Affairs, Industrial and Strategic Materials Division
Mansfield Jr., Charles G., Office of the Comptroller
Moose, Manon Paulette, Office of the Comptroller, Special Accounts and Collections Branch
Ponder, Mary E., Communications Security Division
Wendell III, Lewis C., Office of Protocol

GS–6

Bowling, Michele J. Office of International Conferences
Chism, Karen Anne, Bureau of Personnel, Office of Civil Service Career Development and Assignments
Deily, Theresa M., Information Systems Office, Systems Design and Programming
Dockery, Sharon R., Foreign Service Institute, Administrative Services
Guice, April J. Economic and Business Affairs, International Finance and Development
Gurney, Yvonne Ann, Foreign Service Institute
Laws, Valerie T., Central African Affairs

ECONOMIC AND BUSINESS AFFAIRS— ***Mary E. Handy,*** **secretary to the senior deputy assistant secretary, receives Meritorious Honor Award and cash award from deputy assistant secretary** ***Ernest Johnston,*** **left, and Assistant Secretary** ***Robert Hormats.***

McKenzie, Lloyd G., Office of the Comptroller, Retirement Accounts Division
Ponting Jr., Harry T., Central American Affairs
Stevens, Felicia Anne, Economic and Business Affairs, Textiles Division
Wood, Mary R., International Organization Affairs, United Nations Policy

GS–7

Carey, Trithenia, Office of Security, Evaluations Division
Harmon, William R., Communications Center
Holobaugh, Gregory, Communications Center
Picard, Mary Jane, Bureau of Administration, Financial Management Division
Steele, Julia Ruth, Foreign Service Institute, Administrative Services

GS–9

Joseph, Donald E., Passport Office, Stamford
Orndorff, Janet R., Consular Affairs
Ostrander, Jane L., Congressional Relations
Quinn, Colleen Marie, Medical Services
Scott, Carolyn Raynor, Passport Services, Office of Program Support

GS–11

Gee, Carl I., Office of Security, Domestic Operations
Gillespie, Stephanie A., East Asian and Pacific Affairs
Murray, Mary A., Overseas Citizens Services, Emergency Center
Pittman, Susan R., Office of Press Relations
Stemplinski, Kathleen A., International Organization Affairs

GS–12

Coffey, Marguerite R., Bureau of Administration, Office of Management
Green, Rose Marie, Bureau of Personnel, Office of Recruitment, Examination and Employment
Kendrew, Claudia D., Oceans and International Environmental and Scientific Affairs, Office of Oceans and Polar Affairs
Miller, James E., Public Affairs, Office of the Historian
Morris, Diana L., Office of the Assistant Legal Adviser, Human Rights
Prince, Harry Gene, Office of the Legal Adviser
Stever, John Joseph, Office of Supply, Transportation and Procurement, Contracts Branch
Talak, Ronald, Office of Facilities Management and Administrative Services, Space Management Branch

GS–13

Baehler, David M., Public Affairs, Office of the Historian
Biedrzycki, Edward F., Office of Communications, Programs and Engineering Division
Landa, Ronald D., Public Affairs, Office of the Historian
Noring, Nina J., Public Affairs, Office of the Historian
Rohrback, Sharon L., Information Systems Office, Systems Design and Programming
Scheffer, Paula J., Bureau of Administration, Office of Management

GS–14

Fincher, Jeannette, Office of the Assistant Legal Adviser, Security Assistance, Science and Technology

WI–8

Hall, Jonathan E., Foreign Affairs Information Management Center, Bindery Unit

WI–16

Walker, Dimple McKinley, Foreign Affairs Information Management Center, Lithographic Section

New Appointments

Beach, Dana E., Foreign Service Institute, Administrative Services
Bennett, Joyce M., Administrative and Clerical Pool
Brewer, Deborah, Administrative and Clerical Pool
Bullon, Sara, Foreign Service Institute
Dalberto, Veronica, Foreign Service Institute
Dement, Terryleen K., East Asian and Pacific Affairs
Dzurek, Daniel Joseph, Intelligence and Research, Marine Boundary and Resource Division
Fuchs, Lydia E., Classification/Declassification Center
Hearn, Roger Daniel, Office of the Under Secretary for Management
Henderson, Michael A., Office of Supply, Transportation and Procurement, Supply Services Center
Hopson, Reginald E., Office of Supply, Transportation and Procurement
Katona, Judy K., Foreign Service Institute
Kerner, Rita, International Joint Commission
Khan, Aniqa S., Foreign Service Institute
Koh, Jung Sook, Foreign Service Institute
Lang, Hien N., Foreign Service Institute
Lawson, Connie L., African Affairs
McDermott, James M., Classification/Declassification Center
McEwen, Robert C., International Joint Commission
Misey, Johanna L., International Organization Affairs, Administrative Services
Pascoe, Maria Carmen, Foreign Service Institute
Probst, Sheila, Office of the Under Secretary for Management
Rhodes, Golde A., Foreign Service Institute
Robinson, Edwina P., Foreign Service Institute, Administrative Services
Totten, Donald L., International Joint Commission
White, Amanda S., Office of the Comptroller, Payroll and Retirement Accounts Division
Wilson, Carlton L., Diplomatic Pouch and Courier Operations Division

Reassignments

Alexander, Betty J., Foreign Affairs Information Management Center, Evening Shift to Foreign Affairs Information Management Center, Bindery Unit
Allenbach, Dawn Marie, International Organization Affairs to International Narcotics Matters
Bobbitt, Lorraine, Visa Operations to Foreign Affairs Information Management Center, Information Access Branch
Browning, Jeanne M., Medical Services to Intelligence and Research
Cowan, Jacquelyn D., Administrative and Clerical Pool to Foreign Buildings Office
Donahue, Joan Carole, Office of the Secretary, Policy Planning Staff to Near Eastern and South Asian Affairs
Dordain, Jules J., Diplomatic Pouch and Courier Operations to Bureau of Personnel, Retirement Division
Farrell, Stephen T., Diplomatic Pouch and Courier Operations to Office of Communications, Operations Branch
Flynn, Mary Anne, Office of the Assistant Legal Adviser, Politico-Military Affairs to Office of the Legal Adviser
Freeman, Olga G., International Organization Affairs, Labor Affairs to International Organization Affairs
Garrett, Berneta J., Administrative and Clerical Pool to Office of the Under Secretary for Security Assistance, Science and Technology
Gerardi, Marie Catherine, Consular Affairs to Office of Protocol
Hage, Richard Samuel, Diplomatic Pouch and Courier Operations to Foreign Af-

fairs Information Management Center

Hawkins, Anna J., Intelligence and Research, Office of Analysis for East Asia and Pacific to Congressional Relations

Hutson, Arija Bianka, Office of the Comptroller, Payroll and Retirement Account Division to Office of the Comptroller, General Claims Division

Ivy, Carl S., Intelligence and Research, Telecommunications Branch to Communications Center

Jose, Robert W., Administrative and Clerical Pool to Operations Center

Lozovina, Jo Ann, Near Eastern and South Asian Affairs to Arabian Peninsula Affairs

Maye, Evelyn C., Administrative and Clerical Pool to Office of Security, Washington Field Office

Miller, Steven A., Intelligence and Research, Office of Analysis for American Republics to Intelligence and Research

Nance, Lucretia M., Office of Supply, Transportation and Procurement, Transportation Operations to Office of Supply, Transportation and Procurement, Purchasing Branch

Onufrak, Gary A., Congressional Relations to Visa Operations

Ponting Jr., Harry T., Central American Affairs to Intelligence and Research, Office of Analysis for American Republics

Pratt, Davida C., Executive Secretariat to Office of the Comptroller, Payroll and Retirement Accounts

Prince, Harry Gene, Office of the Assistant Legal Adviser, European Affairs to Office of the Legal Adviser

Rowe, Joann M., Economic and Business Affairs, International Finance and Development to Economic and Business Affairs, Office of Transportation and Telecommunications Affairs

Sala, Joanne M., Management Operations to Office of Facilities Management and Administrative Services, Employee Services

Shields, Brenda A., Intelligence and Research to Intelligence and Research, Office of Analysis for American Republics

Starks, Jannis B., Intelligence and Research, Office of Analysis, Middle America-Caribbean Division to Intelligence and Reserch, Current Intelligence Staff

Stewart, Linda G., Inter-American Affairs, Southern Cone Affairs to International Organization Affairs

Sturdivant, Helena V., Economic and Business Affairs, Aviation Programs and Policy Division to Central European Affairs

Taft, George, Interagency Task Force on Law of the Sea to Oceans and International Environmental and Scientific Affairs

Theodore, Barbara Graves, Inter-American Affairs to Politico-Military Affairs

Webb, Sharlean, Administrative and Clerical Pool to Office of the Secretary, Information Management Section

Wolridge, Dianna P., Office of Protocol to Foreign Service Institute

Young, Valria, C., Economic and Business Affairs, General Commercial Policy Division to Economic and Business Affairs, Special Trade Activities and Commercial Treaties Division

Resignations

Alden, Marjorie A., Passport Office, Los Angeles

Alexander, Linda M., Diplomatic Pouch and Courier Operations Division

Allen, Jeffrey L., Passport Office, Detroit

Anderson, Lynn Y., Near Eastern and South Asian Affairs

Belton, Jacqueline V., Foreign Affairs Information Management Center, Information Services Division

Bennett, Bruce L., Bureau of Personnel, Office of Management

Binford Jr., John Q., Information Systems Office, Systems Design and Programming

Blackwell, Desiree C., Bureau of Personnel, Office of Management

Bodine, Anne C., European Affairs

Bourque, Denise A., Foreign Service Institute

Brewer, Shirlett, Passport Office, Washington

Caldwell, Victoria Burke, Office of Supply, Transportation and Procurement

Calloway, Pamela S., Bureau of Personnel, Office of Management

Caparas, Eduardo D., Foreign Service Institute

Castro, Irma, Despatch Agency, New York

Catella, Jean Fay, Passport Office, Los Angeles

Chadick, Sarah K., Administrative and Clerical Pool

Chapman, Katherine, D., Bureau of Personnel, Office of Management

Chapman, Olivia, Passport Office, Washington

Clark, Annie V., Bureau of Personnel, Office of Management

Clingan, Patricia A., Congressional Relations

Collins, Thomas S., Near Eastern and South Asian Affairs

Crisan, John T., Executive Secretariat

De Graff, Jane E., Office of Ambassador-at-large for Cultural Affairs

Dunne, James T., Despatch Agency, San Francisco

Efteland, Eulalia B., East Asian and Pacific Affairs

French, Leza Kim, Office of the Comptroller, Payroll and Retirement Accounts Division

Fulper, Karen E., Allowances Staff

Glenn, Tywander Marie, East Asian and Pacific Affairs

Grant, Rita M., Bureau of Personnel, Office of Management

Greenhouse, Teresa A., Passport Office, New Orleans

Hammond, Francis T., Bureau of Personnel, Office of Management

Hargrove, Gerry L., Bureau of Personnel, Office of Management

Harrison, Glenndora Naomi, Passport Operations, Records Branch

Hebenstreit, Maria Luisa, Foreign Affairs Information Management Center, Bindery Unit

Henkin, Charles J., Politico-Military Affairs, Office of Disarmament and Arms Control

Hopson, Reginald E., Bureau of Personnel, Office of Management

Huggins, Phyllis L., Passport Operations, Records Branch

James, Renee, Office of the Comptroller, Payroll and Retirement Accounts Division

Jardine, William, Office of Communications, Communications Security Division

Jewell, Joan L., Passport Office, Detroit

Johnson, Mitchell M., Diplomatic Pouch and Courier Operations Division

Johnson, Timothy Russell, Office of Facilities Management and Administrative Services, Employee Services Center

Jue, Patricia Kay, Visa Operations

Kassinger, Theodore W., Office of the Assistant Legal Adviser, Economic and Business Affairs

Kisting, Judith M., Passport Office, Miami

Krause, Cathleen L., Economic and Business Affairs

Lee, Ivy Elizabeth, Foreign Affairs Information Management Center

Lee, Michael Quentin, Foreign Affairs Information Management Center

Lindstrom, Cynthia L., Bureau of Personnel, Office of Management

Lyles, Aurelia, Passport Office, New York

Mackall, Ella T., Passport Operations, Records Branch

Martinez, Sylvie Lynn, Despatch Agency, San Francisco

Matthias, Marie A., Foreign Service Institute

McCullough, Earl Timothy, Classification/Declassification Center

McCready, Terrie Lynn, Passport Office, Los Angeles

McPherson Jr., Earl, Office of the Comptroller, Payroll and Retirement Accounts Division

Medley, Bobbie Lee, Despatch Agency, Miami

Neeson, Elizabeth Ann, Passport Office, Seattle

Pfleghardt, Elizabeth F., Executive Secretariat

Pomatto, Shirley I., Passport Office, Los Angeles

Reid, Barbara J., Intelligence and Research, Office of Analysis for Near East and South Asia

Robitaille, Patrice T., Inter-American Affairs

Rochlin, Karen E., Bureau of Personnel, Office of Management

Russell, Brenda D., Passport Office, Los Angeles

Sabanegh, Edgar F., Office of the Comptroller, Financial Operations

Sandoval, Carlos J., U.S. Mission to the United Nations

Savage, Steven D., Bureau of Personnel, Office of Management

Schlattman, Laura Anne, Refugee Programs

Scott, Christy Lee, Foreign Affairs Information Management Center, Library

Sherry, Anne-Marie, Executive Secretariat

Shorter, Anthony A., Bureau of Personnel, Office of Management

Simmons, Phronie L., East Asian and Pacific Affairs

Sinclair, Mary Christine, Office of Facilities Management and Administrative Services

Starns, Joy M., Executive Secretariat

Steininger, Michael Gary, Despatch Agency, Baltimore

Sulzberg, Marilyn Beth, Foreign Service Institute, Administrative Services

Swan, Scarlett Merle, Operations Center

Swann, Felecia W., Foreign Affairs Information Management Center, Acquisitions and Cataloging Branch

Taylor, Robert, Bureau of Personnel, Office of Management

Terrell, Norman E., Oceans and International Environmental and Scientific Affairs, Office of Export and Import Control

Toailoa, Olive, Passport Office, San Francisco

Trejo, Laura I., Bureau of Personnel, Office of Management

Trottie, Janice Marie, Passport Office, Houston

Veney, Cassandra R., Bureau of Personnel, Office of Management

Verner, Cheryl Gwen, Foreign Affairs Informaiton Management Center, Telecommunications Indexing Branch

Vidal, David Jonathan, Office of the Ambassador-at-large

Weiss, Charles Frederick, Office of the Comptroller, Financial Operations

Will, Tari R., European Affairs

Younger, Sandra E., Visa Operations

Retirements

Hite, Harry M., Office of Supply, Transportation and Procurement

McGowan, Charles W., Office of the Secretary, Information Management Section ■

Shuttle bus service is available

Shuttle bus service is available to all employees, from the Department's D Street entrance, to State's annexes in Rosslyn, to ICA, and to AID's annex at Universal North (1795 Florida Avenue N.W.). See schedule on the adjoining page. The bus to the AID annex also stops en route at State Annex 2, across from Main State, on 22nd Street N.W. near Virginia Avenue N.W.

In addition, a limited number of passes are available in bureau executive offices for Department employees who need to ride the Pentagon shuttle, which stops at the D Street entrance at 9 a.m. Thereafter, beginning at 9:29 a.m., it runs every 20 minutes to the Civil Service Commission at 19th and E Streets, N.W., the Old Executive Office Building at 17th and Pennsylvania Avenue N.W., the New Executive Office Building at 1717 H Street N.W., then on to the Pentagon. □

UNITED STATES
DEPARTMENT
of STATE
Please Show Proper
IDENTIFICATION
C.S.

"O.K. Barbara, you win! No dictation this week, if you tell them to let me into the building! And don't you ever let me forget my ID again!"

State Department Shuttle Bus Schedules

Main State to Rosslyn (Bus marked "13 Charter")

D St. Ent.	*1735 Lynn St.*	*1601 Kent St.*	*Opp. 1800 Kent St.*	*1830 Nash St.*	*1400 Wilson Blvd.*	*1700 Lynn St.*
7:15	7:24	7:26	7:27	7:28	7:29	7:30
7:55	8:04	8:06	8:07	8:08	8:09	8:10
8:30	8:39	8:41	8:42	8:43	8:44	8:45
8:45	8:54	8:56	8:57	8:58	8:59	9:00
9:00	9:09	9:11	9:12	9:13	9:14	9:15
9:15	9:24	9:26	9:27	9:28	9:29	9:30
9:30	9:39	9:41	9:42	9:43	9:44	9:45
9:45	9:54	9:56	9:57	9:58	9:59	10:00
10:00	10:09	10:11	10:12	10:13	10:14	10:15
10:15	10:24	10:26	10:27	10:28	10:29	10:30
10:30	10:39	10:41	10:42	10:43	10:44	10:45
10:45	10:54	10:56	10:57	10:58	10:59	11:00
11:00	11:09	11:11	11:12	11:13	11:14	11:15
11:15	11:24	11:26	11:27	11:28	11:29	11:30
11:30	11:39	11:41	11:42	11:43	11:44	11:45
11:45	11:54	11:56	11:57	11:58	11:59	12:00
12:00	12:09	12:11	12:12	12:13	12:14	12:15
12:15	12:24	12:26	12:27	12:28	12:29	12:30
12:30	12:39	12:41	12:42	12:43	12:44	12:45
12:45	12:54	12:56	12:57	12:58	12:59	1:00
1:00	1:09	1:11	1:12	1:13	1:14	1:15
1:15	1:24	1:26	1:27	1:28	1:29	1:30
1:30	1:39	1:41	1:42	1:43	1:44	1:45
1:45	1:54	1:56	1:57	1:58	1:59	2:00
2:00	2:09	2:11	2:12	2:13	2:14	2:15
2:15	2:24	2:26	2:27	2:28	2:29	2:30
2:30	2:39	2:41	2:42	2:43	2:44	2:45
2:45	2:54	2:56	2:57	2:58	2:59	3:00
3:00	3:09	3:11	3:12	3:13	3:14	3:15
3:15	3:24	3:26	3:27	3:28	3:29	3:30
3:30	3:39	3:41	3:42	3:43	3:44	3:45
3:45	3:54	3:56	3:57	3:58	3:59	4:00
4:00	4:09	4:11	4:12	4:13	4:14	4:15
4:15	4:24	4:26	4:27	4:28	4:29	4:30
4:30	4:39	4:41	4:42	4:43	4:44	4:45
4:45	4:54	4:56	4:56	4:57	4:59	5:00
5:00	5:09	5:11	5:12	5:13	5:14	5:15
5:15	5:24	5:26	5:27	5:28	5:29	5:30*
5:30	5:39	5:41	5:42	5:43	5:44	5:45
6:00	6:09	6:11	6:12	6:13	6:14	6:15*

*No return

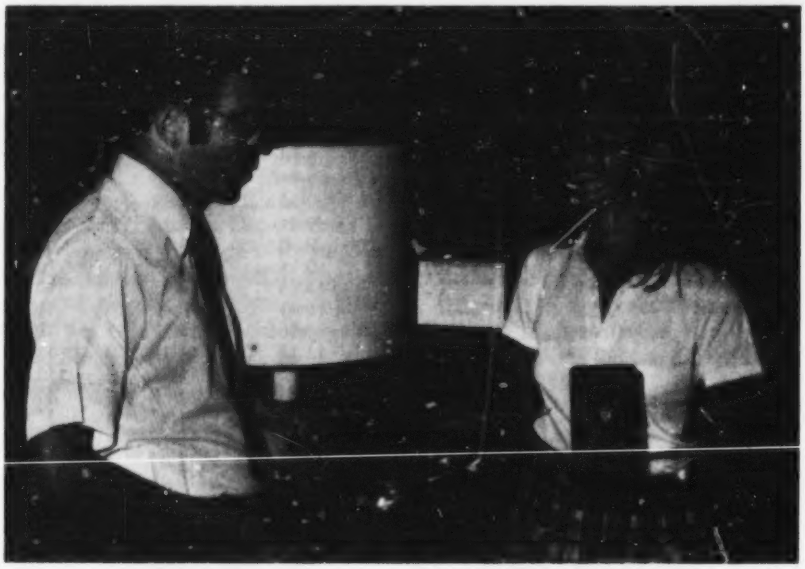
Main State to Universal North (AID)
(Bus marked "14 Charter")

D Street Entrance	*1795 Florida Ave. NW*
8:00	8:10
8:50	9:00
9:20	9:30
9:50	10:00
10:20	10:30
10:50	11:00
11:20	11:30
11:50	12:00
12:20	12:30
12:50	1:00
1:20	1:30
1:50	2:00
2:20	2:30
2:50	3:00
3:20	3:30
3:50	4:00
4:20	4:30
4:50	5:00
5:20	

Main State to ICA (Van, seating for approximately 20)

Main State	*1776 Pa. Ave. NW*	*1425 K St. NW*	*1776 Pa. Ave.*	*Main State*
8:15	8:20	8:26	8:33	8:40
8:45	8:50	8:56	9:03	9:10
9:15	9:20	9:26	9:33	9:40
9:45	9:50	9:56	10:03	10:10
10:15	10:20	10:26	10:33	10:40
10:45	10:50	10:56	11:03	11:10
11:15	11:20	11:26	11:33	11:40
11:45	11:50	11:56	12:03	12:10
12:15	12:20	12:26	12:33	12:40
12:45	12:50	12:56	1:03	1:10
1:15	1:20	1:26	1:33	1:40
1:45	1:50	1:56	2:03	2:10
2:15	2:20	2:26	2:33	2:40
2:45	2:50	2:56	3:03	3:10
3:15	3:20	3:26	3:33	3:40
3:45	3:50	3:56	4:03	4:10
4:15	4:20	4:26	4:33	4:40
4:45	4:50	4:56	5:03	5:10 ■

Personnel: Foreign Service



NIAMEY, Niger—Chargé *Peter R. Chaveas* presents meritorious honor award to secretary *Ann Holloman.*

New Appointments

Anderson, Leona M., East Asian and Pacific Affairs

Appleton, David Egert, Junior Officer Corps

Askman, Diana D., Junior Officer Corps

Barrera, Margarita, Managua

Bohn, John A., Asian Development Bank

Borges, Antonio Drummond, Lisbon

Bright, Ruth E., Junior Officer Corps

Brown, Gayleatha B., Equal Employment Opportunity Recruitment Complement

Candy, Steven A., Junior Officer Corps

Cohen, Rita M., Georgetown

Cook, Roxanne G., La Paz

Creagan, David J., Junior Officer Corps

Dean, Robert Scott, Junior Officer Corps

Earl, James D., Office of the Assistant Legal Adviser, Inter-American Affairs

Engle, Gregory W., Junior Officer Corps

Forbes, James Arthur, Junior Officer Corps

Galbraith, Evan G., Paris

Gatewood, Eny Subari, Paramaribo

Gilinger, Grace Carolyn, Junior Officer Corps

Hardesty, Linda Kay, Junior Officer Corps

Hillas, Barbara A., Mexico

Huizer, Maria Estela, Caracas

Jordan III, W. William, Junior Officer Corps

Liercke, Sharon Kay, Bridgetown

Llorens, Hugo, Junior Officer Corps

Lopez, Camilla Carlarmen, Buenos Aires

Maxstadt, James Edward, Junior Officer Corps

McCarthy, Deborah Ann, Junior Officer Corps

Medvitz, Sarah Maxson, Junior Officer Corps

Melcher, Kristina Jo, Surabaya

Miller Jr., David Charles, Dar-es-Salaam

O'Neal, Molly L., Junior Officer Corps

Palmer, Larry Leon, Junior Officer Corps

Parker, Andrew Charles, Junior Officer Corps

Paulin, Maria Del Carmen, Havana

Pinkham, Shirlie Carol, Junior Officer Corps

Rabadan, David J., Junior Officer Corps

Robertson, Thomas Bolling, Junior Officer Corps

Rocha, V. Manuel, Equal Employment Opportunity Recruitment Complement

Rossi, Cesarina, Montreal

Russell, Bessie Lee, Nassau

Sheppard, Florita Indira, Junior Officer Corps

Shores, Colleen Teresa, Junior Officer Corps

Sigler, Mark A., Junior Officer Corps

Simons, Paul E., Junior Officer Corps

Swaebe, Geoffrey, U.S. Mission to Geneva

Thompson, Carol Ellis, Junior Officer Corps

Thompson, Cheryl, Madrid

Tulenko, Timothy Andrew, Junior Officer Corps

Turner, Melvin Raymond, Equal Employment Opportunity Recruitment Complement

Walsh, Mayra M., Toronto

Warner, Vanessa M., San Jose

Wills, Regina N., Bridgetown

Wurderman, Richard D., Junior Officer Corps

Zelle, Susan W., Junior Officer Corps

Transfers

Acquavella, Joseph F., Bonn to Office of Communications

Alexander, Mary L., Bonn to Paris

Ames, Aldrich H., Inter-American Affairs to Mexico

Backhaus, Wilbert E., Manila to Panama

Banks, Larry, Office of Communications to Nairobi

Barbeau, Irene M., Naples to Caracas

Barnes, James J., Dhahran to Hamburg

Bauserman, Benny E., Monrovia to San Salvador

Benton, Jonathan S., Junior Officer Corps to Bucharest

Binns, Jack R., Tegucigalpa to Intergovernmental Assignment

Boissonnault, Donald B., Nairobi to Bonn

Bovis, Beatrice Wilfong, Commerce Department to East African Affairs

Bovis, H. Eugene, Jidda to Near Eastern and South Asian Affairs

Bradrick, Maxine J., Foreign Service Institute, University Training to Accra

Brennan, Patrick W., Johannesburg to Tel Aviv

Brevig, Beverly A., Inter-American Affairs to Belize City

Brown, Constance J., Kuwait to Kathmandu

Brownfield, William R., Venezuela to San Salvador

Burnett, David Raymon, Intelligence and Research, Current Intelligence Staff to Brazzaville

Cade, Lorelie M., Mexico to Copenhagen

Campello, Marie, Caracas to Mexico

Carroll III, Edward J., Kinshasa to Nouakchott

Cencetti, Mary Reed, Hong Kong to Jidda

Chapleski, Joseph P., Bangkok to Office of Communications

Chard, Kenneth W., International Communication Agency to Algiers

Clark, Jane K., Vienna to Wellington

Clarke, Robert John, Managua to Madrid

Clute, Janet E., Saudi Arabia to Bureau of Personnel

Cohen, Harlan K., Curacao to Frankfurt

Connelly, Patrick S., Stockholm to Frankfurt

Coppedge, Richard W., Office of Communications to Kabul

Crane Jr., William Holmer, Santo Domingo to Rio de Janeiro

Cronin, Ellen C., Suva to European Affairs

Cuadrado III, Joseph F., Manila to Frankfurt

Dean, John Gunther, East Asian and Pa-

Transfer Tremors .... by ebp

I was almost transferred to YAOUNDE, but they wouldn't let me ship my Chevy CAMERO ON my orders.

I was almost transferred to northern EGYPT, but the post at the PORT, SAID to be open, wasn't.

I was almost transferred to TUNIS but, as much as I wanted TUNIS, I Accepted another assignment.

cific Affairs to Bangkok
Derrick, Steven M., Karachi to Mexico
Dorrance, John C., Germany to Office of the Inspector General
Driscoll IV, Robert S., Inter-American Affairs to San Salvador
Dunn, Jimmy C., Tel Aviv to Kingston
Dyess, William J., European Affairs to The Hague
Ellington, Herman, Hong Kong to Ouagadougou
Englehart, Charles T., Egypt to Near Eastern and South Asian Affairs
Farrar, Lawrence F., Oslo to East Asian and Pacific Affairs
Fennell, Bernard J., Foreign Service Institute, Language Training to Montevideo
Firlie, Rosemary T., Paris to European Affairs
Foster, Daniel L., Tel Aviv to Office of the Inspector General
Freeman Jr., Roger M., Ivory Coast to Economic and Business Affairs, Textiles Division
Fry Jr., Samuel Edwin, Helsinki to European Affairs
Gentry, Doyle E., U.S. Mission to Geneva to International Organization Affairs
Goldberg, Robert D., Dominican Republic to Economic and Business Affairs, Industrial and Strategic Materials Division
Goldberger, David J., Junior Officer Corps to Monterrey
Goldsmith, Sydney, Caracas to Bureau of Personnel, Board of Examiners for the Foreign Service
Green, George B., Germany to Office of Communications, Programs and Engineering Division, Radio Branch
Greenlee, Dick M., Inter-American Affairs to Quito
Griff, Arlene E., Korean Affairs to Belgrade
Grossman, Lawrence Marshal, Foreign Service Institute, Language Training to San Salvador
Hallen, Rodger B., Accra to Manila
Han, George, Junior Officer Corps to Hong Kong
Harrison, William G., Bangui to Libreville
Hecht, Dorothy Jean, Pretoria to African Affairs
Heher, James R., Brazil to Office of Communications
Heimgartner, Maryann L., Office of the Inspector General to Yaounde
Helman, Gerald B., U.S. Mission to Geneva to International Organization Affairs
Hewitt, Marianne B., Buenos Aires to Hong Kong
Hilburn Jr., Paul W., Lima to Medical Complement
Hopman, Gordon J., Lome to African Affairs
Hurley, Sharon V., Israel to Foreign Service Institute
Hylaman, Roy E., Paris to Office of Communications
Jendrysik, Thomas J., Rome to Office of Security, Technical Services Division
Jeter, Roderick M., Rangoon to Lima
Johnson, Stanley E., Tokyo to Kingston
Jojola, Rudolph R., San Salvador to Monrovia
Kaulfers, Terrance F., Office of Commu-

LUXEMBOURG—At awards ceremony, left to right: ***Pasquale Buffone, Julien Florin*, Ambassador *John E. Dolibois, Francine Bowman, Laure Ensch, Christiane Vanoni-Vax, Joseph Metz.***

nications to New Delhi

Kelly, Mary J., Guadalajara to Intelligence and Research, Current Intelligence Staff

Kiley, James E., Rome to European Affairs

Kinnelly, Francis M., Foreign Service Institute, Language Training to Madrid

Knight, Kenneth H., Costa Rica to Office of Communications

Kozlowski, Patricia S., Bern to Algiers

Kuhr, Bonnie Mae, Office of the Secretary to Mexico

Laase, Paul L., European Affairs to Canberra

Langan, Douglas, La Paz to Foreign Service Institute

Lapham, Scott, Office of Communications to Monrovia

Lockwood Jr., Walter B., Canadian Affairs to Vancouver

Lukso, Katharine J., Eastern European Affairs to Tegucigalpa

Masters, Edward E., Jakarta to Intergovernmental Assignment

McClung, Donald C., Amman to Rio de Janeiro

McGrath, Andrew P., Foreign Service Institute, Language Training to Jidda

Mears, James F., Nouakchott to Karachi

Meyer, Bernard C., Kathmandu to Sanaa

Meyer, Judith E., Krakow to Economic and Business Affairs, Office of Maritime Affairs

Morris, Murrow B., Montreal to Passport Office, Boston

Myers, Charles E., Monrovia to Office of Communications

Negroponte, John D., Inter-American Affairs to Tegucigalpa

Nelson, James C., Germany to Foreign Service Institute

Nordholm, Lane A., Lima to Inter-American Affairs

Nylund, Donald H., Bogota to Kuala Lumpur

O'Connor, Christine M., Bogota to Port Louis

Oliver, Beverly A., Nairobi to African Affairs, Economic Policy Staff

Olton, Regina D., Jidda to U.S. Mission to Geneva

O'Mahony, Joseph E., Port of Spain to Inter-American Affairs

Painter, Dorothy A., Conakry to African Affairs

Parker, Sarah Virginia, Johannesburg to Sofia

Patrick, Sue Ford, Kenya to Foreign Service Institute, University Training

Perry, Jack R., Sofia to Foreign Service Institute

Peters, Lauralee M., Bangkok to Economic and Business Affairs, Office of Developmental Finance

Pineau, John A., Helsinki to Office of Communications

Plys, Ronald J., Office of Communications to New Delhi

Polik, William, Commerce Department to Dhahran

Povenmire, Dale M., Brazil to Inter-American Affairs

Proctor, Michael S., Caracas to Dhahran

Purnell, Jon R., Liberia to Intelligence and Research, Office to Analysis for Central-Southern Africa

Reece, T. Dennis, Moscow to Praia

Roberts Jr., George B., Georgetown to Panama

Roberts, Gloria Ann, Paris to Accra

Ruhm, Michael E., Near Eastern and South Asian Affairs to Kabul

Salem, Susan Elizabeth, Junior Officer Corps to Brasilia

Samson, Colleen M., East Asian and Pacific Affairs to Guangzhou

Sandford, Gregory W., Bridgetown to Politico-Military Affairs

Schenck, Audrey A., Jerusalem to U.S. Mission to Geneva

Schmidt, Ralph D., Tokyo to Office of Communications, Security Division

Smith, Carole S., Yaounde to Nicosia

Sparks, Charles E., Office of Security, Foreign Operations to San Jose

Spiers, Ronald I., Intelligence and Research to Islamabad

Stewart, Richard N., Foreign Service Institute, Language Training to Budapest

Stone, Susan R., Brussels to European Affairs

Strasser, Daniel Anton, U.S. Mission to the United Nations to La Paz

Sutton, Cynthia Eileen, Foreign Service Institute, Language Training to Nouakchott

Telecky, Alan G., Monrovia to Office of Communications

Tessmer, Karen Sylvia, Brasilia to Accra

Thompson, Katharine, European Affairs to Oslo

Tracey, Margaret, Pretoria to Ankara

Trainer, Thomas A., The Hague to Islamabad

Trencher, Richard A., Inter-American Affairs to Belize City

Turner, Pauline E., Jakarta to Kinshasa

Updegrove, Brad Lee, Dacca to Office of Security, Seattle Resident Office

Van Pelt, Karen Jo, Guayaquil to Ottawa

Varney, William F., Belgrade to Office of Communications

Vine, Richard D., Bern to European Affairs

Vorrasi, Steven W., Guangzhou to Rome

Vraniak, Louis F., Moscow to Bonn

Wagner, Connie Ann, Vientiane to Beijing

Wagner, David A., Office of Communications to Karachi

Wendt, E. Allan, Cairo to Near Eastern and South Asian Affairs

Wesoloski, Elizabeth J., Foreign Service Institute, University Training to Kathmandu

Whitney, Jane, Foreign Service Institute, Language Training to Buenos Aires

Wilson, Burgess G., Near Eastern and

TUNIS, Tunisia—Foreign Service national employees *Zohra Marniche* and *Mohamed Gharbi* receive cash awards from chargé *David L. Mack*, center.

MBABANE, Swaziland—*Frederic Bullock*, center, receives Meritorious Honor Award. Others, from left: acting Joint Administrative Office director *Steven Napoliello*, communications program officer *Charles Oxendine*, AID director *Julius Coles*, secretary *Gloria Junge*, Ambassador *Richard Matheron*, political/economic officer *John Hartley II*, Peace Corps director *Gerald McIntosh*, public affairs officer *Conrad Stolzenbach*.

South Asian Affairs to New Dehli
Wolansky, Dona M., Caracas to Medical Complement
Wolfe, Geoffrey E., Soviet Union to Thai Affairs
Woodard, Donald, Office of Communications to Caracas
Zachary, Dan A., Thessaloniki to European Affairs
Zietlow, Marlene G., Jakarta to Pretoria
Zukauskas, Rita A., Helsinki to Office of Communications

Resignations

Augustine, Janet T., Montevideo
Belz, Dona Krause, Nepal
Brown, Margaret A., Toronto
Cohen, Rita M., Georgetown
Cohn, David H., Classification/De classification Center
Cook, Roxanne G., La Paz
Cruz, Sharon L., Mexico
Dittberner, Job L., North Atlantic Assembly
Earl, James D., Politico-Military Affairs, Office of Systems Analysis
Emerton, Robert J., Mexico
Ervin, Carolyn H., Economic and Business Affairs
Farrar, Marie Therese, Mexico
Finrow, Mary Christina, Frankfurt
Garibay, Rita A., Mexico
Garton, Ronald C. V., Lisbon
Gatewood, Eny Subari, Paramaribo
Goldstein, Gerald, Classification/De classification Center
Harrington, Thomas M., Organization for Economic Cooperation and Development, Paris
Island, Jacques R., Office of Security, Los Angeles Field Office
Jaworski, Jo Ann, Montreal
Johnson, Marilyn Priscilla, Lome
Jordan, Elizabeth Marie, Havana
Kirby, Sara P., Georgetown
Liercke, Sharon Kay, Bridgetown
Lope De Haro, Louis, Mexico
Martinez, Marisol, Mexico
Matthews, Elzina, Tijuana
McIntyre, Kevin-John H., Inter-American Affairs, Office of Caribbean Countries
Nelson, Carl D., Office of Security, Washington Field Office
Sanderson, Thomas D., Moscow
Soto, Mary G., Mexico
Soucy, Marie White, Caracas
Taylor, Patrick A., East Asian and Pacific Affairs
Vander Weyden, Allen J., Bonn
Villalobos, James J., Commerce Department
Villinski, Theodore J., Commerce Department
Wills, Regina N., Bridgetown

Retirements

Chisholm, Gertrude E., Communications Center
Hartung, Kenneth Allen, Bureau of Personnel
Palmer, Alison, International Organization Affairs
Ronhovde, Erik S., Bureau of Personnel, Board of Examiners for the Foreign Service
Woodall, Jean M., Japan ■

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Bureau Notes

Secretary's Office

From December 29–January 3, SECRETARY HAIG traveled to San Francisco to address the Commonwealth Club, then to Palm Springs to consult with PRESIDENT REAGAN. Accompanying him were MRS. HAIG; SHERWOOD GOLDBERG, executive assistant to the Secretary; E. ANTHONY WAYNE, KATHERINE BACKUS, and HARVEY SICHERMAN, special assistants to the Secretary; LINDA WESLAR, staff assistant; NANCY DeGUMBIA, staff officer, Secretariat Staff; and ANITA MUELLER, secretary, Secretariat Staff.

From January 10–15, the Secretary attended a meeting of the North Atlantic Council, in Brussels, and traveled to Cairo and Tel Aviv for bilateral consultations. Traveling with him were Mr. Goldberg; LORA SIMKUS, personal assistant to the Secretary; JOYCE NESMITH, confidential assistant to the executive assistant; Mr. Sicherman; KEITH SCHUETTE and MICHAEL KLOSSON, special assistants; ALVIN ADAMS, deputy executive secretary; GEORGE F. TWOHIE, executive director, Executive Secretariat; TAIN TOMPKINS, deputy director, Secretariat Staff; WILLIAM McCAHILL, JOSIAH ROSENBLATT and WILLIAM MONTGOMERY, staff officers, Secretariat Staff; and MILDRED ENGRAM, MARIE MORRIS and SUSAN WILLIAMS, secretaries, Secretariat Staff. ☐

MEXICO—*Secretary Haig* addresses U.S. embassy employees during his visit here. Behind him, smiling, 's Ambassador *John Gavin*. *Mrs. Haig* is on his right, and *Mrs. Gavin* is on her right.

Administration

Office of Communications

Deputy assistant secretary STUART E. BRANCH traveled to the west coast, January 11–15, to attend the third western conference and exposition of the Armed Forces Communications and Electronics Association, and to consult with various communications firms. DENNIS THATCHER, transferring from Victoria to Athens, and DAVID FERGUSON, returning to Singapore, were in the office on consultation recently. Personnel who completed courses in the Training Division included: GEORGE McKINNEY, Mbabane, ENRIQUE GARCIA, Brussels; JAMES HALE, Moscow, and EDWARD NOSKO, RONALD STIBAL and BEN PERRY, of the Communications Center Division. ☐

Information Systems Security Staff

A recent addition to the Bureau of Administration is this organization, which was formed in late 1980 to address the security concerns arising from the ever-increasing use of automated information systems within the Department. The use of this technology creates new and different security problems that this staff will address through the development of appropriate policies and guidelines, and by coordinating the activities of other Department components which have expertise needed to fully examine computer and word-processing security problems.

Director of the staff is LYNN McNULTY. Prior to joining the Department, he held a similar position at the Federal Aviation Administration. RICHARD CONDON is the other staff member. He was chief of the Systems Programming Staff at the Secret Service before entering on duty in June 1980. Staffing will be completed in the near future with addition of another computer-systems security analyst, who will be responsible primarily for managing the risk assessment, evaluation and contingency planning aspects of the automation security program.

The staff assists Department personnel in handling special or unique security problems resulting from the use of automation technology. Its offices are in Room 6448; the phone number is 632-4808. Overseas personnel should also be alert to the fact that a new TAG symbol, ADPSEC (for automated data-processing security), has been created to cover automation security-related communications. ☐

Language Services Division

At the intermediate nuclear forces talks in Geneva, which adjourned December 18 and resumed January 12, BILL KRIMER joined the division's complement for the new session, and LAWRENCE BURRELL replaced LORALYN ANDERSEN-PETRIE. Staff reporter MARIE TAYLOR traveled to San Francisco to report the Secretary's speech before the World Affairs Council of Northern California, December 29. ALEC TOUMAYAN and CAROL WOLTER accompanied a U.S. trade and investment mission headed by the secretaries of commerce and agriculture to the Ivory Coast, Nigeria, Cameroon and Morocco, January 8–21.

Interpreting Branch chief DON BARNES traveled with Under Secretary JAMES L. BUCKLEY to Costa Rica, January 12–14. Interpreter SOPHIA PORSON was on a classified assignment in Europe, January 11–18. Spanish interpreter TONY HERVAS was in Spain with the U.S.–Spain status of forces agreement working group, January 11–15, and the U.S.–Spain defense working group, January 18–22. German interpreter HARRY OBST accompanied a U.S. delegation on payment of claims to East Berlin, January 18–28. ☐

OFFICE OF SECURITY

Special agents in charge of field offices who attended a conference, December 14–18, at headquarters were: JOHN FORD, Boston; PAT O'HANLON, Chicago; DICK CLEMMONS, Dallas; ROYAL KASTENS, Los Angeles; JOHN BALDADIAN, Miami; OLAF SALINE, New York; HORACE MITCHELL, Philadelphia; DON MORRIS, San Francisco; and GEORGE PAYNE, Washington.

The associate directors for security conference was held at the Airlie Foundation, Airlie, Va., January 11–15. The following associate directors participated: ROGER ROBINSON, Panama; WILLIAM H. ARMOR, Frankfurt; JAMES KOLESNIK, Frankfurt; RALPH LAURELLO, Nairobi; MARVIN DOIG, Manila; VERNON BISHOP, New Delhi; and DAVID ROBERTS, Casablanca.

LOUIS MIZELL, Threat Analysis Group, spoke on domestic and international terrorism during the commencement program for graduating officers of the Counterterrorism School, Eglin Air Force Base, Hurlburt Field, Fla., January 15. The Special Agent Class XXIII graduation luncheon was held December 18 at the Key Bridge Marriott Hotel, Rosslyn.

CARON McCONNON, Freedom of Information and Privacy Acts Staff, and ISABEL JOHNSTONE, Threat Analysis Group, attended the Foreign Service Institute's executive performance seminar, Berkeley Springs, W. Va., January 10–15. Participating in the firearms instructors' course, January 4–12, were: STEVE BAKER, ED GAFFNEY, EV KELLY, KEN KELLNER, DENNIS WILLIAMS, RICHARD STANKO and RICHARD WATTS. Special agent JEFF BOZWORTH attended protective security training at the Federal Law Enforcement Training Center, Glynco, Ga., December 9–12. DAVE SHAEFFER, General Investigations Branch, attended a two-week white-collar crime course, at the center, January 3–15. Attending the 36th session of the Federal Executive Institute, Charlottesville, Va., January 10–29, was ED LEE, chief, Education and Training Staff.

The Office of Dignitary Protection provided security details for the following foreign dignitaries: MRS. MARCOS, Philippines: agent-in-charge, DARYL RASHKIN: SHEIK YAMANI, Saudi Arabia: KEN HILL, agent-in-charge; Foreign Minister GENSCHER, West Germany: BOB DAVIS, agent-in-charge: MRS. SCHMIDT, West Germany; agent-in-charge, JEFF BOZWORTH; and MISS SCHMIDT, West Germany; BILL ARMOR, agent-in-charge.

The Investigations Division welcomed LOU POSSANZA to its Passport and Visa Branch. He had previously served in the Washington Field Office, on the Secretary's Detail, and in the Command Center. He succeeds BOB FRANKS, who has been transferred to the Chicago Field Office as assistant special-agent-in-charge. LOU MARRANO, temporarily assigned to the Special Assignments Staff, was in Athens for 30 days to assist the regional security officer. The General Investigations Branch is in the process of changing over from a manual-type case control system to a WANG computer system. It was anticipated that this system would be operational by early this month.

The following domestic personnel have received overseas assignments as regional security officers or assistant regional security officers: BILL LARSON, Geneva: KEN KELLNER, Tokyo; ED GAFFNEY, Guatemala; STEVE BAKER, Beirut; Gerard DEMPSEY, Cairo; JOHN JARRELL, Abidjan; CHUCK STEPHAN, Buenos Aires; GEORGE PAYNE, Ottawa; KEN HILL, Bonn; RICHARD WATTS, San Salvador; EV KELLY, Cairo; ALLEN SCHEEL, Prague; BILL CHAMBERS, Madrid; ROB BLACKBURN, Kabul; and KEN SYKES, Guatemala. RON REAMS has been assigned to the Los Angeles Field Office as assistant special-agent-in-charge. PATRICIA HOFFER has been assigned to Leningrad.☐

African Affairs

Assistant Secretary CHESTER A. CROCKER briefed metropolitan New York community leaders at a luncheon sponsored by

BUREAU OF ADMINISTRATION—Participants in the 1982 Transportation Seminar, standing, from left: ***James D. Walsh, Herbert Klee, Jr., Reid Collins, Gerald L. Writt, James O. Mazingo, Joseph L. Argenzio.*** **Seated:** ***Chris Mayers, Warren P. Nixon, David E. L'Heureux, Phillip J. Puopolo, Thomas A. Pettit.***

KHARTOUM, Sudan—Ambassador *C. William Kontos* cuts ribbon to inaugurate the new chancery building. *(Photo by Ministry of Internal Affairs)*

the Phelps-Stokes Foundation, in New York, December 11. While in New York, he met with the editorial board of the Wall Street Journal. On December 15 Mr. Crocker appeared on the WETA-TV program, "American Interests," to discuss South Africa and Namibia.

JAMES MORIARTY, Office of Southern African Affairs, gave a presentation on our "Southern Africa Policy," at a conference sponsored by the University of Michigan, December 14. LARRY WILLIAMSON, director of the Office of Inter-African Affairs, briefed a group of visiting students from Colgate University, on "U.S.-Africa Policy," January 14. DAVID PEASHOCK, desk officer for Zaire and alternative desk officer for the Congo, visited Belgium, Zaire and the Congo on an orientation trip, January 4–29. □

Arms Control and Disarmament Agency

The intermediate-range nuclear force talks reconvened in Geneva, January 12, with Ambassador PAUL H. NITZE heading the U.S. delegation. The talks, which began November 30, had been in recess since December 17. Agency members of the delegation are R. LUCAS FISCHER and NORMAN G. CLYNE. Also with the delegation, from the agency, are JOHN McNEILL (legal adviser), STANLEY A. RIVELES, NANCY O. JENKINS, JULIA B. KRENZEL and HELEN MOSES.

Agency director EUGENE V. ROSTOW was in Pittsburgh, January 12–13, for a program arranged by the World Affairs Council. He made three speeches, including a luncheon address to the council, and gave a press conference and three media interviews. Mr. Rostow was accompanied by public affairs adviser JOSEPH D. LEHMAN.

ROBERT P. MIKULAK presented a paper, January 5, to the symposium on "Chemical and Biological Warfare: Past, Present, and Future," at the annual meeting in Washington of the American Association for the Advancement of Science. BYRON F. DOENGES was in Boston, January 6, to speak at the Continuing Education Program of the Harvard Club. EDWARD T. FEI spoke at a breakfast symposium, January 10, in Livingston, N.J., sponsored by Temple Emanu-El. The program, on nuclear nonproliferation, was sponsored by the temple's Social Action Committee. MATTHEW F. MURPHY gave briefings for students from Hartwick College, Oneonta, N.Y., who were visiting Washington, January 18, and, on January 21, for participants in the Washington Semester Program, a college honors program that brings superior students from across the United States to Washington for a look at American foreign policy. □

Consular Affairs

On January 11, Assistant Secretary DIEGO C. ASENCIO accompanied Senator

CONSULAR AFFAIRS—Participants in advanced consular course at the Foreign Service Institute, seated, from left: *Charles Stange, Ida Cox, Ann Sheridan,* Assistant Secretary *Diego Asencio, Ernestine Wilson, Raecarol Morgan, Nancy Cope.* Standing: *Ward Morrow, Rudolph Rivera, Nancy Meyer, Anthony Saridakis, John Jenkins, Edward Martinez, Burwell Buchanan, Virginia Miller, Donald Holm, Harvey J. Cash, George Fourier, Donna Waters, Elizabeth Kirincich, David Hutchinson.*

ALAN K. SIMPSON, chairman of the Senate Judiciary Committee, to Austin, Tex., to discuss immigration policy and issues. On January 12–15, they proceeded to Mexico City to confer with high-level Mexican government officials on immigration topics. ALFONSO ARENALES, coordinator for legislation and public policy, also traveled to both cities.

CORNELIUS D. SCULLY, director, Office of Legislation, Regulations and Advisory Assistance, addressed the Practicing Law Institute, in San Francisco, January 6–9. EDWARD KREUSER, associate director for visa services, traveled to Bern, Madrid, Stockholm, Vienna, Zurich, Berlin and Bonn, January 6–19, for a review of visa policy. New arrivals include ELEE ROEDER, Public Affairs Office of the Bureau of Consular Affairs; LEONARD GRAVETT, Visa Office, Communications and Records Division; and CARL TROY, Visa Office, Telephone Inquiries Branch. ☐

East Asian and Pacific Affairs

Deputy assistant secretary ANTHONY C. ALBRECHT participated in a conference sponsored by the Fletcher School of Diplomacy and the Council on Foreign Relations, in Medford, Mass., November 13. From November 16–19, Mr. Albrecht accompanied Secretary of the Treasury DONALD T. REGAN to Beijing, and participated in the Joint Economic Committee meeting. On November 20–21, he participated in the Association of Southeast Asian Nations—U.S. Business Council meeting, in Kuala Lumpur, Malaysia, and had consultations with U.S. and host government officials. Mr. Albrecht addressed members of the Foreign Relations Association, in New Orleans, November 30, and addressed senior business executives of the Esso Eastern Corp., in Houston, December 1. Deputy assistant secretary ROBERT A. BRAND traveled to Australia, New Zealand, Papua New Guinea, Fiji, New Caledonia and Hawaii, to consult with U.S. and host country officials and with the commander-in-chief, Pacific Command.

Office of Chinese Affairs: Director WILLIAM F. ROPE accompanied Assistant Secretary JOHN H. HOLDRIDGE to China, January 9, stopping off in Tokyo on January 14 before returning to Washington the next day. LORRAINE TAKAHASHI replaced RUTH GOLDBERG as international economist on the China desk, February 1. HANK LEVIN of the China desk was paneled to Beijing in January. Interpreter VIVIAN CHANG accompanied Mr. Holdridge to China on January 9 and stayed on in Beijing to cover the civil aviation talks on January 18. She was permanently assigned to Beijing in January. Hong Kong consul general BURT LEVIN was on consultations in Washington, January 11–18, and attended the China reporting meeting, January 14. Also from Hong Kong, DOUG SPELLMAN was in the Department on consultations in January before going on home leave. TERRELL OTIS, China desk deputy political chief, briefed the incoming junior officer class, January 13. PETER CHASE, political officer from Guangzhou, was in Washington on consultations before going to his next assignment at Embassy Bonn.

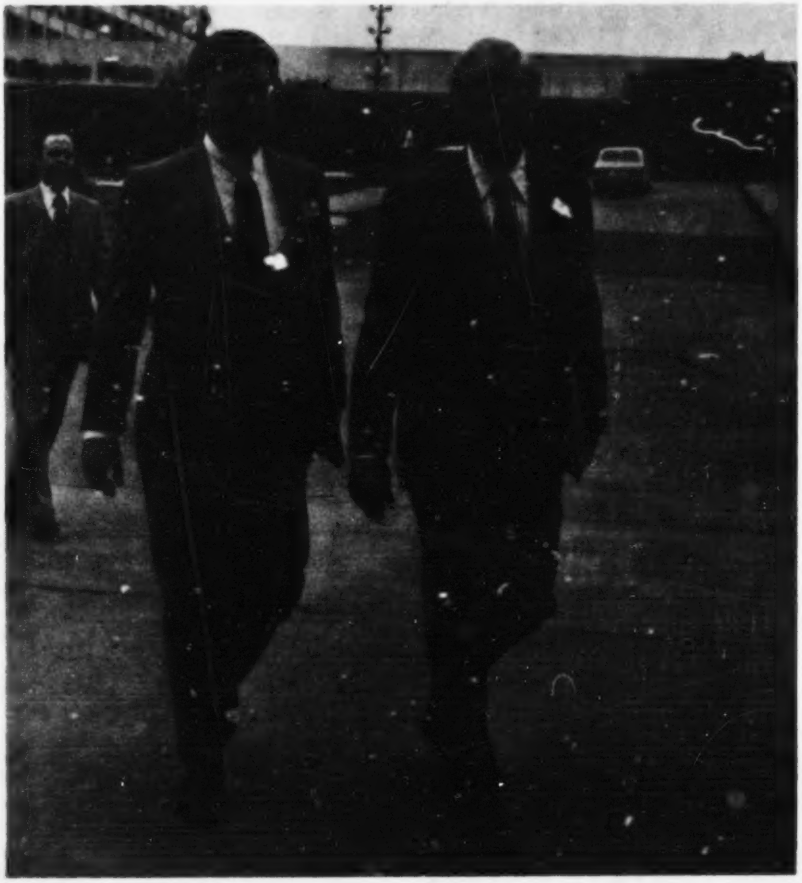
On November 20, SANDRA DEMBSKI left the Office of Economic Policy and was assigned to the Trade Agreements Division in the Bureau of Economic and Business Affairs. WILLIAM PIEZ, director of the Office of Economic Policy, participated in the U.S./Japan Trade Subcommittee and Trade Facilitation Committee meetings, in Tokyo, December 5–12.

DAVID LAMBERTSON arrived in the Office of Korean Affairs on January 4, to assume charge there after a one-year stint at the Royal College of Defense Studies. PAUL CLEVELAND, director since August, departed in early January to take up his duties as deputy chief of mission in Seoul. DOUGLAS RASMUSSEN, who has spent over two years as the desk officer for North Korean affairs, was to depart in mid-February for the mid-career training course. His replacement, PAM SLUTZ, has arrived in the office. JOHN MONJO has returned to the Department on consultation after serving a two-year tour as deputy chief of mission in Seoul. He will depart shortly to assume his new duties as deputy chief of mission in Jakarta. ☐

Economic and Business Affairs

Assistant Secretary ROBERT HORMATS participated in consultations with the European Communities on agriculture and trade policy, December 12. SECRETARY HAIG, Agriculture Secretary JOHN R. BLOCK and U.S. trade representative WILLIAM BROCK

MANILA, Philippines—*James Holderman*, left, and *Frank Sieverts* on their way to session of the International Red Cross. Mr. Holderman, president of the University of South Carolina, headed the U.S. delegation. Mr. Sieverts is director, Office of Reception and Placement, Bureau of Refugee Programs.



ECONOMIC AND BUSINESS AFFAIRS—*Mary E. Robinson*, retiring as chief of the Message Center, is presented the John Jacob Rogers Award by deputy assistant secretary *Ernest Johnston*.

chaired the U.S. delegation. Mr. Hormats then testified on the results of the consultations before the Senate Agriculture Committee, Subcommittee on Foreign Economic Policy, December 17, and addressed the Mid-America Committee on U.S. European Communities economic relations, December 16. While in Europe, he headed the U.S. delegation to the governing board of the International Energy Agency, December 10. On December 16, he led a U.S. delegation to Ottawa to discuss energy, investment and trade policy with senior Canadian officials. During the month, he also spoke to the Council of the Americas, to a Business International-sponsored meeting of corporate chief international and financial officers, to the 36th annual meeting of the Mexico–U.S. Business Committee (on the results of the Cancun summit), and to a seminar of the Association of Apparel Manufacturers of America.

MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, appeared December 14 before the Subcommittee on Preparedness, of the Senate Armed Services Committee, along with administration representatives from the General Services Administration and the Federal Emergency Management Agency, for oversight hearings on stockpile policy. Of interest to the subcommittee were the foreign relations consequences of the disposal or acquisition of tin, silver and bauxite for the national defense stockpile. Earlier, in December, Mr. Calingaert participated in a discussion with the editorial board of Commodities magazine, in Chicago, on factors affecting the future of commodities trading.

TODD STEWART, director of the Office of Maritime and Land Transport, was comoderator in November of the annual shipping policy conference sponsored by the Maritime Association of the Port of New York. Stewart also spoke on allied shipping concerns to congressional staff members, at the Georgetown Center for Strategic and International Studies, November 30, and addressed the board of directors of the Federation of American-Controlled Shipping, in New York, December 9, on developments in the UN Conference on Trade and Development's Committee on Shipping. JUDITH MEYER of the Office of Maritime and Land Transport traveled to Laredo/Nuevo Laredo to discuss trucking problems, at a meeting of the U.S.-Mexican transportation working group.

JOHN ANDRE of the Commodity Policy Division attended Working Party II of the Common Fund preparatory commission, in Geneva, December 14–18. Regional resource officer TERRY McINTYRE was in Washington on consultation from Rio de Janeiro, in December. In addition to meetings with the Industrial and Strategic Materials Division, he also consulted with officials from the U.S. Geological Survey and the Department of Interior's Bureau of Mines. Employees who recently entered on duty in the bureau include BEN F. FAIRFAX in the Food Policy Division and TRINA BLOXTON, Office of East-West Trade.□

European Affairs

Ambassador MARK EVANS AUSTAD, Norway, was sworn in on December 17 and presented his credentials to the king of Norway,

PARIS—The new conference room of the U.S. mission to the Organization for Economic Cooperation and Development is dedicated to Marine Sgt. *Bobby A. Romero*, who died during a fire in the mission's office (STATE, May 1978). As secretary of delegation, *Ben Fairfax* hangs plaque next to Sgt. Romero's photograph. At left is acting deputy chief of mission *Robert Pelikan*.

OLAV V, on January 5. Ambassador RICHARD BLOOMFIELD, Portugal, was in the Department for consultations December 11–17. Ambassador FRANKLIN S. FORSBERG, Sweden, was sworn in on December 16 and arrived at post on January 8. Ambassador JOHN L. LOEB JR., Denmark, was in the Department for consultations December 28–30. Ambassador CHARLES H. PRICE II, Belgium, was in Washington in mid-December for consultations. Consul general THOMAS T. TURQMAN, Dusseldorf, was in the Department for consultations December 21–22. ERNEST A. NAGY, political adviser, U.S. mission in Berlin, was in the Department for consultations, January 4–8.

JESSE CLEAR has joined the bureau as its adviser on labor affairs, following a detail to the Department of Labor. JAMES D. BINDENAGEL, Office of Central European Affairs, briefed participants in the Presidential Commission on Exchanges, in Philadelphia, December 11, on the German economic situation. WILLIAM H. GUSSMAN, Office of Central European Affairs, received the Outstanding Civilian Service Medal, the highest civilian award given by U.S. Army in Europe, for his work on U.S. forces issues during his recent tour as chief of the political/military unit at the U.S. Embassy in Bonn. The award was presented by Lieutenant General JOHN FRANKLIN FORREST, deputy commander-in-chief, U.S. Army in Europe, at a ceremony at the Department of Defense, December 18. MARTIN McLEAN, Office of Soviet Union Affairs, is serving in Geneva as State Department adviser to the U.S. delegation to the talks on intermediate-range nuclear forces. DONALD PLANTY, officer-in-charge of Spanish affairs, Office of Western European Affairs, was in Madrid, December 14–18, for consultations with post. ☐

Inspector General's Office

Inspector general ROBERT L. BROWN presided at an award ceremony January 15. Retiring staff assistant KATHERINE J. ATKINS was given the John Jacob Rogers Award, which assistant secretaries may give to retiring career employees with 25 years of service marked by dedication and distinction. Mrs. Atkins was the first member of the inspector general's staff to receive the award, which was accompanied by a cash award of $750. ROBERT J. MARTENS, who served as senior inspector until his retirement on January 9, received a Superior Honor Award. RICHARD J. DOLS, chief of coordination and review, was awarded a meritorious step increase for his performance in his previous assignment as political officer at Embassy Wellington. Length-of-service awards went to JANET R. PRIDDY, for 25 years, and to SHERON MAKELL for 10 years. In the same ceremony Mr. Brown expressed his gratitude for the services of these former inspectors: Ambassador WILLARD A. DePREE, now special assistant to Under Secretary RICHARD KENNEDY; SAM MOSKOWITZ, member of Mr. Kennedy's Paper Flow and Decision-Making Task Force; DONALD C. TICE, executive secretary for the strategic arms reduction talks; ROBERT J. VALAS, reassigned to the Office of Refugee Programs as budget and management officer; and RUSSELL E. OLSON, recently retired. The inspector general also extended a welcome to these new senior inspectors: Ambassador JOHN J. CROWLEY JR. and JOHN D. RENDAHL, and to the new staff assistant, SANTA W. PARKER.

In early January, new WANG word processing equipment was installed in both the sixth-floor and second-floor offices, and secretaries and other support personnel attended the week-long WANG training program.

Mr. Brown, with inspectors general of other Cabinet-level agencies, received congratulations from PRESIDENT REAGAN on the work their organizations have been doing in the administration's campaign against waste, fraud and mismanagement. The occasion was a December 7 meeting in the Cabinet Room of the White House, where the administration released a semi-annual progress report showing Government-wide savings of $2 billion as a result of the campaign.

Completion of the last inspection cycle of the year, training, and preparation for the inspectors' annual conference in January have been high on the office's agenda. Inspectors returned from evaluations of 23 posts abroad, mainly in Africa and South Asia. Several major domestic inspections (Consular Affairs, Office of Communications, Executive Secretariat) and a number of audits were also completed.

Five audit-qualified inspectors, ALAN W. BERENSON, STEPHEN F. McNEILL, DANIEL L. FOSTER, ROBERT A. BENEDICT and TIMOTHY R. HEALY, attended a week-long course in contract auditing presented by the Office of Personnel Management, December 7–11. The inspector general's capability to target his efforts was enhanced by a course on vulnerability study

INSPECTOR GENERAL'S OFFICE—At awards ceremony, from left: ***Robert J. Martens, Katherine H. Atkins,*** **inspector general** ***Robert L. Brown, Janet R. Priddy, Richard J. Dols.***

and risk analysis taken on November 19 by H.B. HOLLINGSWORTH, Mr. Harrick, JOHN DROTOS, WALTER KENNEY and DANIEL FOSTER. "Information Law for Attorneys" was the subject of a course at the Department of Justice's Legal Education Institute taken by Mr. Dols. Mr. Harrick was a guest speaker at the Office of Security's special-agent-in-charge conference, in the Department, December 14–18.

Under Secretary JAMES L. BUCKLEY was to open the 1982 inspectors' conference on January 14. The conference was to be preceeded by several training sessions specially organized for members of the inspection corps. Those sessions will include ones on interviewing skills and on management evaluation.

The first inspection cycle of 1982 was to begin on January 18 and continue until April 30. Ambassador WILLIAM B. EDMONDSON will lead an inspection team to posts in the People's Republic of China and to Hong Kong. Ambassador JOHN A. LINEHAN will lead a team to posts in India and Sri Lanka. West African posts in Guinea Bissau, Cape Verde, Gambia, Ivory Coast, and Liberia will be evaluated by a team led by Ambassador JOHN J. CROWLEY, and East African posts in Djibouti, Ethiopia, Kenya, Seychelles, Somalia and Uganda will be visited by a team led by senior inspector MAXWELL CHAPLIN. □

Intelligence and Research

NATALE BELLOCCHI assumed the position of deputy assistant secretary for assessments and research on January 4. Mr. Bellocchi succeeds CAROL BAUMANN, who has returned to the University of Wisconsin-Milwaukee. MARTHA MAUTNER, deputy director in the Office of Analysis for the Soviet Union and Eastern Europe, participated in a meeting at NATO headquarters in Brussels, October 19–24; addressed the University of Southern Maine and the World Affairs Council of Portland, Me., November 5; and spoke at the Riverside Club of Portsmouth, N.H., November 6. On December 8–10, Ms. Mautner addressed several academic organizations in cooperation with the World Affairs Council in Riverside, Calif., and the Town Hall of Los Angeles. The topic for all sessions was U.S.-Soviet relations.

DONALD GRAVES, chief, Soviet Internal Division in the Office of Analysis for the Soviet Union and Eastern Europe, participated in a roundtable discussion at the Dickinsonian Club, Mt. Vernon College, on Soviet foreign affairs, November 19. Analyst WAYNE LIMBERG, from the same office, lectured at the Foreign Service Institute on the USSR and the Middle East, November 12. He also spoke at the Asia Society, November 19, on the USSR and Iran, and implications for the United States. PAUL COSTOLANSKI and ROBERT FARLOW, analysts in the East European Division, spoke on Czechoslovakia and Romania, respectively, at the National War College, December 15.

H. DONALD GELBER, director of the Office of Analysis for Western Europe addressed the colloquium on "Security in an Independent World," at the University of Pittsburgh, Center for International Studies, December 1. Mr. Gelber spoke on "The United States and Western Europe: How Good Are Our Relations?" HUGH DE SANTIS, special assistant for regional political-military affairs, in the same office, was invited by the National Press Club to discuss his recent book, The Diplomacy of Silence, on November 19.□

Inter-American Affairs

The Office of Central American and Panamanian Affairs director, L. CRAIG JOHNSTONE, accompanied Under Secretary JAMES BUCKLEY on his January 10–16 visit to Panama, Costa Rica and El Salvador. Deputy directors RICHARD WYROUGH and ARTHUR GIESE also traveled to the Central American area; Mr. Giese to El Salvador, November 11–18, and Guatemala, November 18–21, and Mr. Wyrough to Panama, January 2–7, and Costa Rica, January 7–9.□

SAN SALVADOR—Ambassador *Deane R. Hinton* receives portrait of President Reagan from the artist, national employee *Roberto Morataya*. The portrait, done in pastels, was to be hung in the embassy lobby area.

International Narcotics Matters

Deputy assistant secretary JOSEPH H. LINNEMANN left the bureau December 11, to accept a position with the Office of the Comptroller, as director of the Office of Financial Systems. MANUEL GALLARDO, demand-reduction consultant, Office of Global Strategy and Support, visited Sweden, Germany, Italy and France, November 30–December 18, to explore the concerns which the United States and Europe share about increasing domestic use of illicit drugs, such as heroin, cocaine and hashish, as well as interest on the part of various national and regional organizations to collaborate more effectively on methods of dealing with the world problem of drug abuse.□

International Organization Affairs

GORDON L. STREEB, deputy assistant secretary for international economic and social affairs, was alternate U.S. representative to the fifth session of the governing council of the International Fund for Agricultural Development, at Rome, January 19–22. CRAIG R. LINGEL, of the bureau's Agricultural Development Division, Office of International Development, also attended the session, which focused on replenishment of the International Fund for Agricultural Development. MARK

L. EDELMAN, deputy assistant secretary for international management and budgetary analysis, visited missions of the international organizations in London, Geneva, Rome, Paris and Vienna, to speak with UN officials and members of the Geneva Group, January 15–30. The U.S. ambassador to UNESCO, **JEAN GERARD**, met with leading media representatives in New York, and consulted with bureau officers, January 7–8. The U.S. delegation to the Council of the International Program for the Development of Communications, Acapulco, January 18–25, included **WILLIAM G. HARLEY** and **MARTIN JACOBS**, of the bureau's Office of Communications and UNESCO Affairs; **ELKIN TAYLOR**, U.S. mission to UNESCO, and other agency representatives. The purpose of the meeting was to review the first proposals under the clearinghouse mechanism for specific communications development projects.

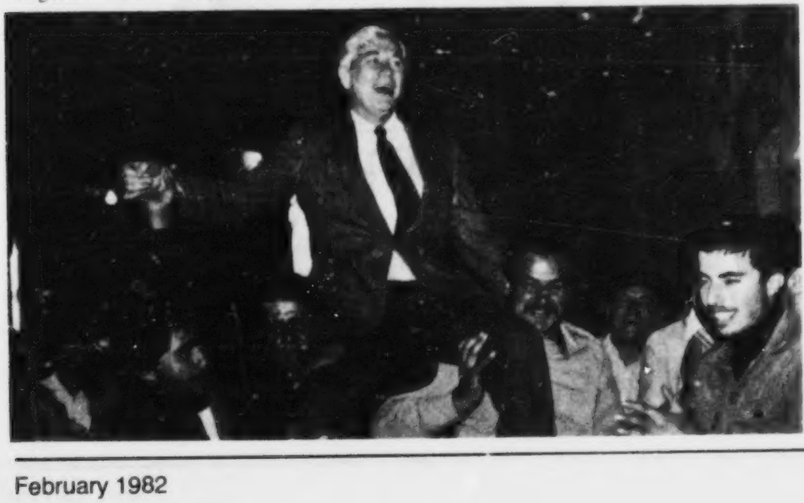
HERBERT G. WING, chief of the Humanitarian Affairs Division of the Office of International Development, was in New York on January 12 for consultations with UN Children's Fund officials, in preparation for the forthcoming session of the executive board. **NEIL A. BOYER**, director for health and narcotics programs, served on the U.S. delegation to the 69th meeting of the World Health Organization's executive board, in Geneva, January 13–29. **F. GRAY HANDLEY**, of the same office, served on the U.S. delegation to the seventh special session of the Commission on Narcotic Drugs, in Vienna, February 2–8. **MARK G. DAVISON**, Office of Human Rights Affairs, spoke January 10 at the Fairfax Jewish Community Center in Fairfax, Va., on U.S. foreign policy and U.S. policy in the Middle East.

ARKELL D. WEYGANDT has joined the Office of Technical Specialized Agencies. He will be responsible primarily for matters relating to U.S. participation in the UN Environmental Program. Mr. Weygandt's previous assignment was in Istanbul. **R. GRANT SMITH**, from the Office of UN Political Affairs, has been assigned to the Foreign Service Institute before departing for New Delhi. He has been replaced by **LACY WRIGHT**, from the Bureau of Refugee Programs. **FRANCIS CUNNINGHAM**, from the Office of Technical Specialized Agencies, is on detail to the National Aeronautics and Space Administration. **DALE DOUGHERTY**, from the Office of the Deputy Assistant Secretary for International Economic and Social Affairs, has been assigned to the Foreign Service Institute before departing for London. **ALFRED BRAINARD** has been assigned to the Bureau of European Affairs. **MARJORIE PHILBERT** has transferred from the Office of the Special Assistant to the Secretary for Liaison with State and Local Governments to the Office of the U.S. Coordinator for the World Assembly on Aging. ☐

Legal Adviser's Office

HORACE F. SHAMWELL JR., deputy assistant legal adviser for management, served as the U.S. representative to the diplomatic conference of the International Maritime Satellite Organization, which met in London, November 9–17, to conclude an international treaty on the privileges and immunities of the organization. Following this meeting, Mr. Shamwell traveled to Pretoria, South Africa, where he headed the U.S. delegation in the negotiation of a bilateral consular convention with that country. On his way back to Washington, Mr. Shamwell visited the U.S. embassy in Dublin and met with government of Ireland officials, to negotiate a long-standing tax dispute between the two countries.

JEZZINE, Lebanon—U.S. Ambassador *Robert S. Dillon* gets a rousing sendoff by villagers in this southern town, following a luncheon in his honor.



THOMAS A. JOHNSON served throughout the 36th session of the UN General Assembly, September 22–December 19, as an adviser to the U.S. delegation in the Third Committee. He was the U.S. negotiator in the committee's drafting exercises, which involved proposed international instruments on the rights of migrant workers and their families, adoption and foster placement of children, the rights of aliens, and the role of women in the political process.

RALPH MARTIN and **CAROL SCHWAB** alternated duty as advisers to the U.S. delegation in the Sixth Committee assembly, and dealt with a wide variety of legal matters, ranging from the report of the International Law Commission to a proposed convention on mercenaries. Mr. Martin also served as legal adviser to the U.S. delegation at a meeting of the renewed Micronesian status negotiations, on Maui, Hawaii.

JAMES D. EARL has joined the Office of Inter-American Affairs as an attorney-adviser. ☐

Near Eastern and South Asian Affairs

On December 2, **WILLIAM KIRBY**, of the Office of Israeli and Arab/Israeli Affairs, addressed members of the Jewish Welfare Federation of Long Island, N.Y., during a meeting in the Department. On December 4, **TED KATOUFF** of the same office, and **ERNESTINE HECK**, country officer for Afghanistan, separately briefed political science students from Old Dominion University and the University of South Carolina, during a program arranged by the Bureau of Public Affairs. **GEORGE LAMBRAKIS**, director, Office of Regional Affairs, traveled to Cambridge, Mass., December 7, to participate in a conference sponsored by Probe International. Deputy assistant secretary **JOSEPH TWINAM** met with members of the national security issue class from the Federal Executive Institute, in the Department, December 10. **THOMAS MILLER**, Office of Israeli and Arab/Israeli Affairs, discussed issues with members of United Synagogue Youth, who visited the Department during their annual Washington Conference.

CHARLES DUNBAR, acting deputy chief of mission, Embassy Kabul, spoke at the New York Council on Foreign Affairs, January 15. Mr. Dunbar also spoke on Afghanistan at Columbia University on January 12, and addressed groups at Princeton University on January 8. **STEPHEN E. EISENBRAUN**, political officer for India, went to the Defense Institute of Security Assistance Management at Wright-Patterson Air Force Base, January 12, to discuss "South Asia: Background and Current Issues." The ambassador-designate to Sri Lanka, **JOHN REED**, consulted in the bureau prior to departing for Colombo. ☐

Sinai Support Mission

The associate director for policy and

coordination, GEORGE L. KINTER, visited the field mission in December for orientation and consultations. The field mission deputy director, ROBERT FOUCHE, was in the Department for consultations and visitation. Ambassador FRANK E. MAESTRONE, director of the support mission, with the associate director for engineering, JAMES WALLEN, and MARY ALICE KING, secretary, traveled to the Middle East in January, to consult with Egyptian and Israeli officials on the phase-out of the field mission and transfer of its peacekeeping responsibilities to the projected Multinational Force and Observers. ☐

Oceans and International Environmental and Scientific Affairs

On December 18, Ambassador RICHARD E. BENEDICK, coordinator of population affairs, visited New York for consultations with RAFAEL SALAS, executive director of the UN Fund for Population Activities; SHELDON SEGAL, of the Rockefeller Foundation; GEORGE BROWN, of the Population Council; WAYNE BARDIN, of Rockefeller University; and officials of the Latin American Division of the fund and the mission of the Holy See. The discussions covered population, demographic and biomedical research subjects. AHMED MEER, deputy director of the Office of Advanced Technology, was the alternate U.S. delegate to the January 11–22 meeting of the Science and Technology Subcommittee of the UN Committee on the Peaceful Uses of Outer Space. Colonel GEORGE OJALEHTO and JOE CHADDIC of the Office of Advanced Technology were to attend the meeting as advisers. Mr. Meer was also to participate in the International Symposium on Remote Sensing, in Cairo, Egypt, January 17–27. PAMELA SMITH has joined the Office of Cooperative Science and Technology Programs.

The deputy assistant secretary for science and technology, CHARLES HORNER, visited science and technology establishments in three countries, December 5–20. In India, he attended the sixth meeting of the Indo/U.S. Subcommission on Science and Technology, which met in New Delhi, December 7–9. He then traveled to the Tata Institute of Fundamental Research in Bombay, and the Isro Satellite Fabrication Facilities in Bangalore. In Dhahran, Saudi Arabia, Mr. Horner met with Aramco officers and the rector of the University of Petroleum and Minerals. In Riyadh, he visited officials and projects under the aegis of the Saudi Arabian/U.S. Joint Commission on Economic Cooperation, including the chairman of the board and executive director of the Saudi Arabian National Center for Science and Technology. During his stay in Egypt, Mr. Horner consulted with the embassy staff and Egyptians on both science and technology cooperation under the special foreign currency program, as it is winding down, and the implementation of the 1981 umbrella agreement with Egypt on cooperation in science and technology. His appointments included meetings with the minister of electricity and the president of the Academy for Scientific Research and Technology. ☐

Politico-Military Affairs

Director RICHARD R. BURT and special assistant JED SNYDER, accompanied SECRETARY HAIG to the North Atlantic Council ministerial meeting in Brussels, December 10. Mr. Burt was interviewed by ABC on chemical-weapons use for the documentary, "Rain of Terror," produced by ABC-News and broadcast December 21. ROBERT D. BLACKWILL, principal deputy director, traveled with Assistant Secretary JOHN H. HOLDRIDGE to the People's Republic of China to participate, January 9–14, in discussions with the Chinese on bilateral and international issues. JEREMY AZRAEL, senior adviser on Soviet affairs, presented a speech entitled "The Soviet Military Build-up: Sources and Implications," to the Russian Research Center at Harvard University, December 9. JERRY W. LEACH left the bureau's front office for his new position on the Technology Transfer Assessment Staff, which has been created recently in the bureau. GRETCHEN GERWE, who arrived recently from Embassy Islamabad, is the new bureau staff assistant. ARCHIE M. BOLSTER, deputy director of the Office of Security Assistance and Sales, attended the military liaison officers conference of the Southern Command, in Panama, January 7–8, at which security assistance issues affecting Central and South American and Caribbean countries were discussed. ■

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"I'll bet those GSA temperatures were recommended by Eskimos."

—(Continued from Page 1)

counterpart, who had suffered due to the more stringent competition for FSO promotions. There are still FSO–3s (now FSS–1s) in the Service who never received a promotion as an FSO and are at a higher step than other officers of equivalent grade, but who for most of their careers competed as FSOs. Please, no more letters or articles on how fair and wonderful the F.S. promotion system is.

Sincerely,
ROBERT L. JOHNSON☐

We are very litterit

WASHINGTON

DEAR SIR:

It is with regret that I no longer can use STATE as an authority for spelling the names of world leaders, or for the most simple statistical information. In the December issue the name of President Mitte*rr*and is misspelled on Page 20 and again on Page 48.

More serious are the errors in the box on Page 17 dealing with the appointment of ambassadors. It is stated that, of 62 new ambassadors, there are 26 noncareer and 39 career appointments. My computer tells me that 26 and 39 makes 65. . .

Is there an opening on the magazine for a guest proofreader or a guest ombudsman?

Sincerely,
CHARLES R. FOSTER
Committee on Atlantic Studies

There certainly will be an opening if we keep hearing from Mr. Foster. ☐

People's choice

RANGOON, BURMA

DEAR SIR:

A motto for general services officers:

You can please some of the people all of the time;

You can please all of the people some of the time;

But, you can't please all of the people all of the time;

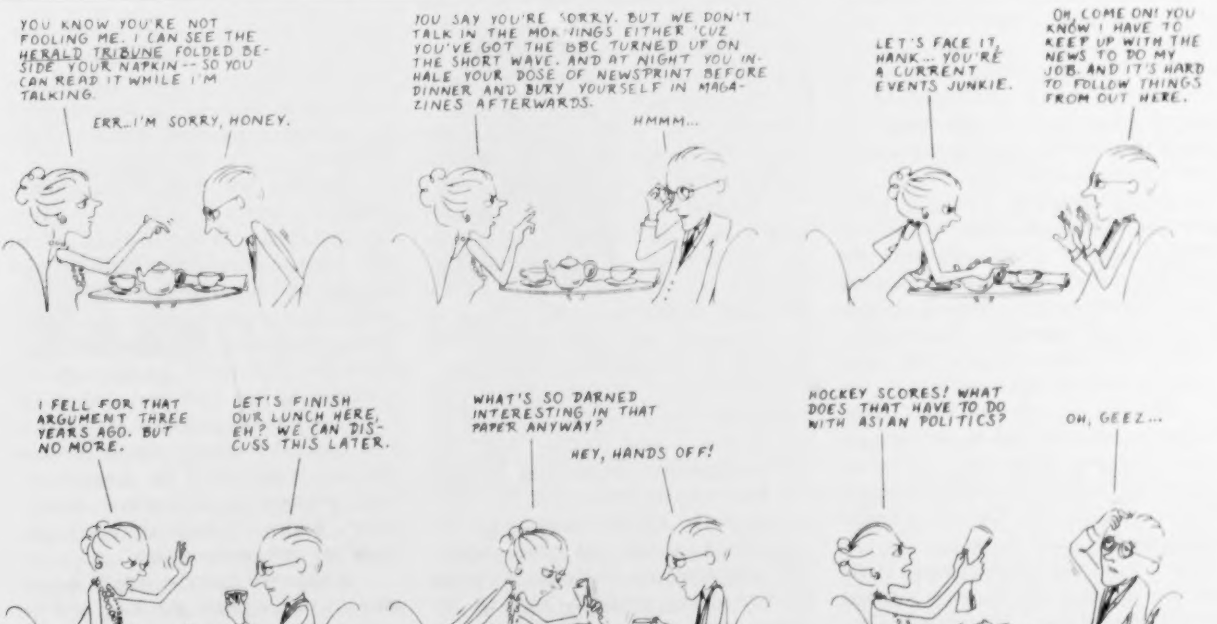
And, there are some who are never pleased at all.

Sincerely,
JAMES E. HORN■

Buy U.S. savings bonds through your Payroll Savings Plan. Take stock in America. You can't buy a better country

STATEMENTS

By
Cathy A.
Carlson


YOU KNOW YOU'RE NOT FOOLING ME. I CAN SEE THE HERALD TRIBUNE FOLDED BESIDE YOUR NAPKIN -- SO YOU CAN READ IT WHILE I'M TALKING.
ERR...I'M SORRY, HONEY.
YOU SAY YOU'RE SORRY. BUT WE DON'T TALK IN THE MORNINGS EITHER 'CUZ YOU'VE GOT THE BBC TURNED UP ON THE SHORT WAVE. AND AT NIGHT YOU INHALE YOUR DOSE OF NEWSPRINT BEFORE DINNER AND BURY YOURSELF IN MAGAZINES AFTERWARDS.
HMMM...
LET'S FACE IT, HANK... YOU'RE A CURRENT EVENTS JUNKIE.
OH, COME ON! YOU KNOW I HAVE TO KEEP UP WITH THE NEWS TO DO MY JOB. AND IT'S HARD TO FOLLOW THINGS FROM OUT HERE.
I FELL FOR THAT ARGUMENT THREE YEARS AGO. BUT NO MORE.
LET'S FINISH OUR LUNCH HERE, EH? WE CAN DISCUSS THIS LATER.
WHAT'S SO DARNED INTERESTING IN THAT PAPER ANYWAY?
HEY, HANDS OFF!
HOCKEY SCORES! WHAT DOES THAT HAVE TO DO WITH ASIAN POLITICS?
OH, GEEZ...

American Diplomacy 1782

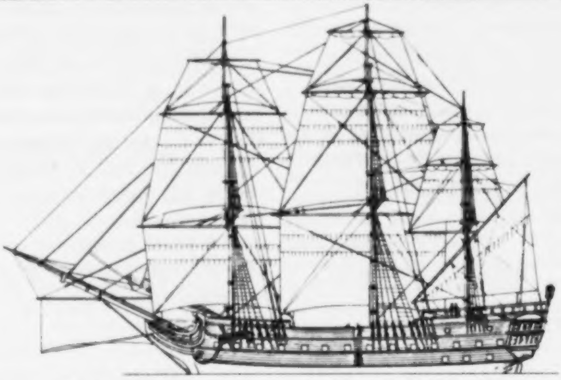
A letter from Burke

February 1782

By Jan K. Herman

"I have heard with infinite pleasure of your Excellency's safe arrival at Martinico, and am now impatiently waiting the result of the great operations under your direction." So writes George Washington to Admiral de Grasse on the 6th, as he anticipates France's continuing good fortune.

On the 12th, after a siege lasting a month, de Grasse captures the Caribbean island of St. Kitts. Nevis and Montserrat fall shortly thereafter, leaving Britain in control of but three West Indian islands.



In the Mediterranean, French and Spanish forces take the island of Minorca, second only to Gibraltar in strategic importance.

All this occurs while the North government in London comes under mounting pressure to end the war. As opposition in the House of Commons builds in a groundswell, Lord North and his associates do what they can to open separate negotiations with France, the American plenipotentiaries and the Netherlands. Even as the new strategy is to divide and make the best of a bad situation, the king's determination to keep his former colonies remains steadfast.

In Philadelphia, money is again on everyone's mind, especially Robert Morris'. Several states still have not paid their dues to Congress, among them Massachusetts, Rhode Island, Maryland and Virginia. The superintendent of finance is angry. "Our debt being unfunded and unprovided for, the interest can not be paid. Those, therefore, who trusted us in the hour of distress are defrauded. To expect that under such circumstances others would confide in the government would be folly, and to expect that foreigners will trust a government which has no credit with its own citizens would be madness." He reminds Congress that France has threatened to suspend aid and that nothing can be expected from Spain, Holland, "or from Russia, who seems more inclined to crush than to support us."

On the 13th, the secretary of foreign affairs, Robert Livingston, writes to Franklin expressing his growing concern that France will shortly shut off the spigot. In seeking to justify continued French aid, he goes far beyond the facts. "That France can aid us is not to be doubted, for it is certain she never carried on a war that distressed her finances less. She has no expensive subsidies to pay; her money is expended either at home or in a country from which it returns." In truth, the French treasury has all but been emptied by the American war.

Several days later, the secretary gets a raise as Congress reorganizes the Department of Foreign Affairs. Livingston's new salary will be $4,000 per year; $1,000 annually will go to his secretary, and $500 per year for each of the Department's two clerks.

The heated correspondence continues between Franklin and his English friend, David Hartley. Hartley's naive suggestions do nothing but raise the American diplomat's ire. In a reply to one of the Englishman's recent letters, Franklin does not mince words. "If your ministers really desire peace, methinks they would do well to empower some person to make propositions for that purpose. . . . One or other of the parties at war must take the first step. To do this belongs properly to the wisest. America being a novice in such affairs has no pretence to that character; and indeed, after the answer given by Lord Stormont (when we proposed to him something relative to the mutual treatment of prisoners with humanity) that 'the king's ministers receive no applications from rebels unless when they come to implore his majesty's clemency, [it] can not be expected that we should hazard the exposing ourselves again to such insolence."

(One of a series)

On the last day of the month, Franklin receives a letter from Edmund Burke. Henry Laurens has, at last, been released from the Tower of London and has free run of the city while he negotiates his exchange. More importantly, the House of Commons has just voted for a resolution condemning the war and calling for direct peace negotiations. "I trust it will lead to a speedy peace between the two branches of the English nation; perhaps to a general peace," writes Burke. "I most sincerely congratulate you on the event."

It appears that the tide is beginning to turn against the king and his government. Continuing the war in America would now seem impossible. ■

Obituaries

Benjamin T. Saunders Jr., 39, a passport examiner in the Washington Passport Agency, died after a heart attack on December 22.

Mr. Saunders

Mr. Saunders had worked in the Passport Office since joining the Department in 1962. He was a clerk in the Domestic Operations Division for several years, first in the Records and Communications Branch, and then in the Special Services Branch. After serving in the Navy, 1969–71, he returned to the Department as a passport examiner in the Domestic Operations Division. From 1979–81 he worked in the Office of Program Support, in the Clearance Branch.

Mr. Saunders was born in Boston. He completed a bachelor's in history at George Mason College in 1969. Survivors include his wife. ☐

Dixon Donnelley, 66, assistant secretary of state for public affairs in the Johnson administration, died on January 6 at his home in Bethesda. Mr. Donnelley was a native of New York. He attended Columbia University. A former journalist, he worked for the New York Daily News, then went to Cuba as a city editor for the Havana Post. Returning to this country in 1940, he was assistant city editor at the Washington Daily News for one year before joining the Office of the Coordinator of Inter-American Affairs as news editor. After serving as an intelligence officer in the Army Air Force during the war, he worked for the Washington Post as assistant city editor.

Mr. Donnelley

In 1946, Mr. Donnelley joined the Foreign Service as a press attache. His assignments were to Mexico, Chile and Argentina. Resigning in 1950, he became editor and publisher of Visao, an American-owned newsmagazine published in Brazil. Mr. Donnelley was public relations director for Senator Estes Kefauver when the Tennessee Democrat ran for the Presidential nomination in 1956. He served as a consultant to President Eisenhower's Committee on Scientists and Engineers from 1956 until 1958, when he was appointed special assistant to Under Secretary Douglas Dillon at State. When Mr. Dillon became Secretary of Treasury, Mr. Donnelley became his assistant for public affairs. He was appointed assistant secretary for public affairs at State in 1966, and was the recipient of two exceptional service awards.

Survivors include his wife, a daughter and two grandchildren. The family suggests contributions to Little Sisters of the Poor, P.O. Box 9318, Baltimore, Md. 21228. ☐

Mildred V. Orey, 49, a processing supervisor in the San Francisco Passport Office, died of cancer at her home on January 1.

Ms. Orey

Ms. Orey was a clerk with the Navy Department in Guam, 1964–65. Joining the State Department in 1966, she was assigned to the Seattle Passport Office until 1971, when she transferred to San Francisco.

A former elementary schoolteacher, Ms. Orey earned her teacher's certificate from Wayne State Teacher's College in Nebraska. Survivors include a brother, two daughters and two grandchildren. ☐

John D. Doerr, 71, who retired in 1964 after serving as second secretary in Athens, died on December 26. Mr. Doerr was a special agent with the War Assets Administration for one year before joining the Department in 1947. He worked as an assistant security officer, then as a liaison officer until 1951, when he resigned and joined the security office of the Economic Stabilization Agency. Returning to State as a security officer in 1953, he became deputy chief of the Investigations Branch in 1955. He was appointed second secretary in Caracas in 1957, and Ankara in 1960.

Mr. Doerr was born in Washington. He earned a bachelor's at the University of Maryland, and completed a law degree at Columbus University. During the war, he served overseas as a lieutenant colonel in the Army. His survivors include a cousin. ☐

Henry S. Hammond, 77, a retired Foreign Service labor specialist, died last December 25.

Mr. Hammond worked for the Bureau of Labor Statistics during the late '30s and '40s. In 1948, he was the Labor Department delegate in Rio de Janeiro at the Conference of Economic Officers of U.S. Missions in Latin America. His first Foreign Service assignment was in 1951 to Bonn, where he served as labor officer. He was counselor for economic affairs in Bogota and first secretary and labor attache in Havana. Mr. Hammond was assigned to the Department from 1960 until 1962, when he became labor attache in Buenos Aires. After a detail to the Department of Labor, he retired in 1966.

Born in Pennsylvania, Mr. Hammond earned a bachelor's at Pennsylvania State College and attended the George Washington University graduate school. From 1943–46 he was a lieutenant commander in the Navy.

Survivors include his wife and a son. The family suggests contributions to the charity of one's choice. ☐

Margaret Gordon Keough, 98, mother of Foreign Service officer William T. Keough and retired Foreign Service employee Rosemary Keough, died in Florida on October 8. Mrs. Keough resided with her daughter and accompanied her on many overseas assignments. ■

Library Booklist

South America

Part I*

Politics

Bawa, Vasant Kumar. *Latin American integration.* Atlantic Highlands, N.J., Humanities Press, 1980. 244p. HC125.B367

Chaney, Elsa M. *Supermadre: women in politics in Latin America.* Austin, Univ. of Texas Press, 1979. 210p. HQ1460.5.C45

Collier, David, ed. *The new authoritarianism in Latin America.* Princeton, Princeton Univ. Press, 1980. 456p. JL 960.N48

Davis, Harold Eugene, ed. *Latin American foreign policies: an analysis.* Baltimore, Johns Hopkins Univ. Press, 1975. 470p. F1415.D34

Draper, Thomas, ed. *Democracy and dictatorship in Latin America.* New York, H.W. Wilson, 1981. 230p. F1414.2.D43

Fagen, Richard R., ed. *Capitalism and the state in U.S.-Latin American relations.* Stanford, Ca., Stanford Univ. Press, 1979. 446p. HF1456.5.L3IC36

Elkin, Judith L. *Jews of the Latin American republics.* Chapel Hill, Univ. of North Carolina Press, 1980. 298p. F1419.J4E43

Farer, Tom J., ed. *The future of the Inter-American system.* New York, Praeger, 1979. 290p. F1418.F99

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Gaspar, Edmund. *United States-Latin America: a special relationship?* Stanford, Hoover Institution, 1978. 90p. F1418.G26

Handelman, Howard and T. G. Sanders, eds. *Military government and the movement toward democracy in South America.* Bloomington, Ind., Indiana Univ. Press, 1981. 388p. JL1866.M54

Levine, Daniel H., ed. *Churches and politics in Latin America.* Beverly Hills, Sage, 1980. 288p. BR600.C46

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Pierce, Robert N. *Keeping the flame: media and government in Latin America.* New York, Hastings House, 1979. 270p. P95.82.L29P5

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Burns, E. Bradford. *The poverty of progress: Latin America in the nineteenth century.* Berkeley, Univ. of California Press, 1980. 183p. F1413.B87

Buttari, Juan J., ed. *Employment and labor force in Latin America: a review at national and regional levels.* Washington, DC., O.A.S., 1979. 2 vols. HD5730.5.A6E48

Butterworth, Douglas and J. K. Chance. *Latin American urbanization.* Cambridge, Cambridge Univ. Press, 1981. 243p. HT127.5.B87

Cardoso, Fernando H. and E. Faletto. *Depending and development in Latin America.* Berkeley, Univ. of California Press, 1979. 227p. HC125.C357

Labys, Walter C. ed. et. al. *Commodity markets and Latin American development, a modeling approach.* Cambridge, Mass., Ballinger, 1980. 280p. HF1428.C58 1978
(Proceedings of the Conference on Commodity Models, in Latin America, Lima, Peru, 1978.)

Garcia-Zamor, Jean-Claude and S.E. Sutin. *Financing development in Latin America.* N.Y. Praeger, 1980. 354p. HG185.L3F56

Kadar, Bela. *Problems of economic growth in Latin America.* London, C. Hurst, 1980. 267p. HC123.K3213

Lozoya, Jorge and J. Estevez, eds. *Latin America and the new international economic order.* New York, Pergamon Press, 1980. 93p. HF1480.5.L382

Munoz, Heraldo, ed. *From dependency to development: strategies to overcome underdevelopment and inequality.* Boulder, Colo., Westview Press, 1981. 336p. HC125.F74

Mytelka, Lynn Krieger. *Regional development in a global economy: the multinational corporation, technology, and Andean integration.* New Haven, Yale Univ. Press, 1979. 233p. HC165.M97

Orlove, Benjamin S. and G. Custred, eds. *Land and power in Latin America: agrarian economies and social processes in the Andes.* New York, Holmes and Meier, 1980. 258p. HN253.5.L36

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Wengel, Jan ter. *Allocation of industry in the Andean Common Market.* Boston, Nijhoff, 1980. 177p. HC167.A5W45

Wiarda, Howard J. *Corporatism and national development in Latin America.* Boulder, Colo., Westview Press, 1981. 382p.

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Dinges, John and Saul Landau. *Assassination on Embassy Row.* New York, Patterson Books, 1980. 411p. F3101.L47D56
(On the assassination in Washington of Orlando Letelier, former Chilean ambassador to the United States.)

Foxley, Alejandro and others. *Redistributive effects of government programmes: the Chilean case, 1964–1973.* Oxford, Pergamon, 1978. 240p. HC195.I5F692

Lasaga, Manuel. *The copper industry in the Chilean economy: an econometric analysis.* Lexington, Mass., Lexington Books, 1981. 198p. HD9539.C7C557

Palacios, Jorge. *Chile, an attempt at historic compromise: the real story of the Allende years.* Chicago, Banner Press, 1979. 519p. JL2698.U5P3413

Sideri, S., ed. *Chile 1970–73: economic development and its international setting.* The Hague, Nijhoff, 1979. 400p. HC192.C43

Smirnow, Gabriel. *The revolution disarmed: Chile 1970–1973.* New York, Monthly Review Press, 1979. 170p. HX198.5.S6313

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Bergquist, Charles W. *Coffee and conflict in Colombia, 1886–1910.* Durham, N.C., Duke Univ. Press, 1978. 277p. F2276.5.B47

Berry, Albert R., ed. *Politics of compromise: coalition government in Colombia.* New Brunswick, N.J., Transaction Books, 1979. 488p. JL2831.P64

Berry, Albert R. and R. Soligo, eds. *Economic policy and income distribution in Columbia.* Boulder, Colo., Westview Press, 1980. 269p. HC200.I5E36

Oquist, Paul H. *Violence, conflict, and politics in Colombia.* New York, Academic Press, 1980. 263p. HN310.V5068

Palacios, Marco. *Coffee in Colombia, 1850–1970: an economic, social, and political history.* Cambridge, Cambridge Univ. Press, 1980. 338p. HD9199.C6P3

Selowsky, Marcelo. *Who benefits from government expenditure? A case study of Colombia.* New York, Oxford Univ. Press, 1979. 186p. HJ2083.S44 ■

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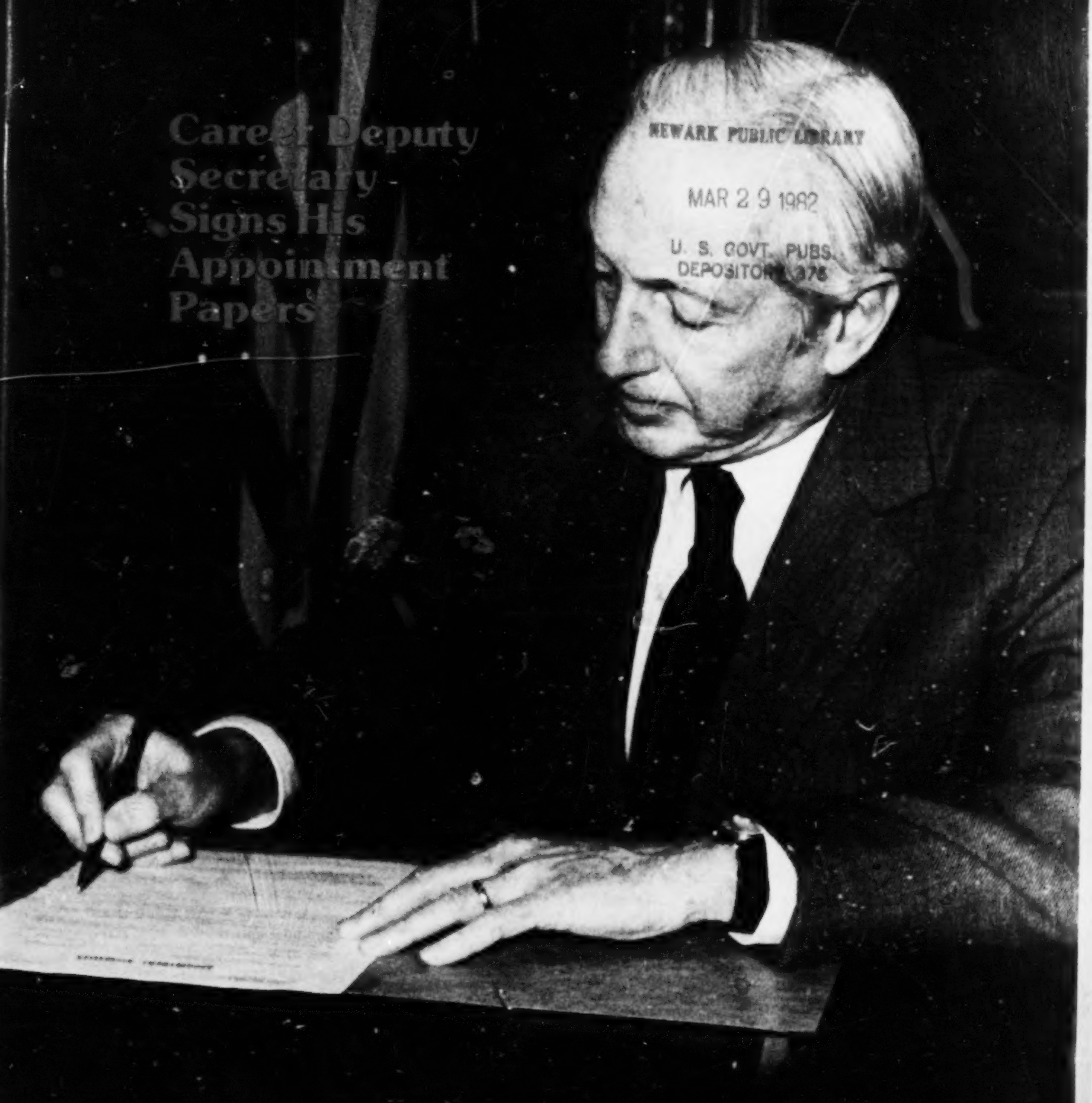
*Part II will cover the countries not included in Part I.

State

The Newsletter United States Department of State March 1982

Career Deputy Secretary Signs His Appointment Papers



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State
Career Deputy Secretary Signs His Appointment Papers

THE COVER—Walter J. Stoessel Jr., his appointment confirmed by the Senate February 8, assumes his duties as deputy secretary—the No. 2 position in the Department. The veteran diplomat is the first career Foreign Service officer to hold this post. Joining State in 1942, Mr. Stoessel has also served as assistant secretary for European affairs; ambassador to Poland, the Soviet Union and West Germany; and under secretary for political affairs. *(Photo by Robert E. Kaiser, Visual Services)*

United States Department of State

Letters to the Editor

Extended tours

LUSAKA, ZAMBIA

DEAR SIR:

I read with interest Mary Kosheleff's well reasoned and written letter to the editor in your November issue.

I believe that her suggestion should be very seriously considered by management. Perhaps an eight-year tour for "senior" employees in developed countries is too long, and communication and secretarial staff might continue to be rotated (if they desire) as they are today. But there is little doubt about her central argument; that is (a) the performance effectiveness and "happiness quotient" of political, economic consular, ICA and AID staff is much improved in the second and third year of a tour, and (b) in addition to improvements in efficiency, extended tours will result in substantial cost savings to the U.S. taxpayer.

Sincerely,
JON O'ROURKE ☐

'I think I shall never see . . .'

WASHINGTON

DEAR SIR:

The staff at the Foreign Service Lounge, while not agreeing with the editorial policy which precluded a picture of our Christmas tree in an issue other than December's, is grateful for the opportunity to have our remarks included in STATE.

The response from administrative officers, family liaison officers and individuals to our request for decorations for our international Christmas tree was marvelous. The objects themselves ran the whole gamut from Christian traditional to Hindu, Muslim and ethnic unusual, all somehow blending with just the right effect. As the contributions grew, so did interest in the tree and the daily visitors who came to examine it or to check for the latest additions.

We invited the director general to

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No. 243

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Editorial Staff
Executive editor Francis J. Matthews
Editor Sanford (Whitey) Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Catherine Lawson ☐

STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: STATE magazine.

In the Department, contributions should be in writing and addressed to STATE magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE magazine is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

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Honors and Awards

State announces winners of 6 separate high-cash awards

San Salvador's M. Gloria Witt is 'Secretary of the Year'

SIX EMPLOYEES of the Civil Service and Foreign Service at State have won awards ranging from $3,000 to $5,000 for "outstanding achievement" in 1981—in secretarial work, management improvement, consular services, political and economic reporting and general job performance. The winners are:

- Secretary of the Year ($5,000)—M. Gloria Witt of the political section at Embassy San Salvador; for "outstanding professional skill in performing an extremely difficult job under arduous conditions."
- Luther I. Replogle Award for Management Improvement ($5,000)—Douglas H. Jones, chairman, Program and Staff Development Department, School of Language Studies, Foreign Service Institute; for "reorienting and reorganizing the [institute's] language training program to enable it to keep abreast of the needs of modern diplomacy."
- Consular Service Award ($5,000)—Michael W. Marine, chief of the consular section, Guangzhou, China; for "establishing the consular section, under extraordinarily difficult circumstances, offering the full range of consular services."
- Director General's Award for Reporting ($5,000)—Timothy Carney, chief of the external unit, political section, Embassy Bangkok; for "taking the lead, as a Khmer expert, in putting together the best possible picture of events in Cambodia and drafting the reports needed to underpin policy recommendations and decisions."
- Cash award for job performance ($3,500)—Harriet A. Cronin, personnel management specialist in the Office of the Executive Director, Bureau of Administration; for "her exceptional contributions to the mission of the entire bureau."
- Cash award for job performance ($3,000)—Robert D. Clark, assistant agent-in-charge, Washington Field Office, Office of Security; for "superior performance as agent-in-charge of the Secretary's Protective Detail, 1979–81."

Mrs. Witt

Mr. Jones

Mr. Marine

Mr. Carney

Ms. Cronin

Mr. Clark

After picking Mrs. Witt as Secretary of the Year, a selection panel recommended that three finalists be considered for "special recognition"—for cash awards and/or "appropriate" honor awards. The three are Audrey Keller, secretary to the director, Office of Employee Relations, Bureau of Personnel, who was cited for "significant and consistent contributions to this bureau and Department for the past two decades"; Marie Campello, secretary to the ambassador, Embassy Caracas, for "special qualities, skills, positive approach to her job, her role as coordinator of visits, and outstanding performance"; and Judith Arliss Dickson, secretary at Embassy Kabul, praised for her "superb secretarial skills, efficiency, coolness and competence, quiet dedication, unfailing human consideration, and her loyalty and unwavering spirit in a difficult, dangerous and exciting post."

The selection panel for the director general's award cited four runners-up for "high quality" reporting. They are Ryan Crocker, chief of the political section, Beirut; John Hawes, deputy political adviser, U.S. mission to NATO, Brussels; Warren Lavorel, finance officer, U.S. mission to the European Communities, Brussels; and John Taylor, political counselor, Beijing.

In addition to receiving the $5,000 check, Mrs. Witt will have her name engraved on a plaque on display in the Foreign Service Lounge. Mr. Carney's name will also be on a plaque there. In addition, he will receive an engraved desk pen set.

Mrs. Witt entered the Foreign Service in 1975 and was assigned to Kigali. She later held assignments in Lisbon, Havana and the Bureau of Inter-American Affairs. She has been in San Salvador since February 1981.

The winner of the Replogle Award, Mr. Jones, joined the Foreign Service in 1973. After serving in the Department, Tel Aviv and Athens, he was assigned to the School of Language Studies.

Mr. Marine, recipient of the Consular Services Award, entered the Service in 1975 and held assignments in the Department, Fort de France and London before going to his post in

ON THE THAILAND/KAMPUCHEAN BORDER—Deputy Secretary *Walter J. Stoessel Jr.*, left, and Ambassador *John Gunther Dean*, right, visit a refugee camp with political officer *Tim Carney*, who is interviewing a newly-arrived refugee from Phnom Penh. Mr. Carney has won the Director General's Award for Reporting.

China.

Mr. Carney joined the Service in 1967. He has served in Saigon, Maseru, Phnom Penh, Udorn and Bangkok.

Ms. Cronin joined State in 1972 as a trainee in personnel management. She became a staff assistant and, later, a personnel management specialist in the Bureau of Administration.

Mr. Clark joined the Department in 1962. He has served with the Office of Security in Chicago, Rome and Washington. In recent years, his nomination noted, he "provided three different Secretaries of State with the highest possible personal security at a time of increased international terrorism."

The secretary award recognizes the "high standards of performance which characterize the service of secretaries in the Department and the Foreign Service." The Replogle award, named for the former U.S. ambassador to Iceland, is granted to an employee of the foreign affairs agencies who has made "an outstanding contribution to management improvement." The consular award honors "notable contributions" by a consular officer to the "efficiency and quality of service" in fulfilling the objectives of the mission. The director general's award recognizes the "high standards which characterize the reporting of the Foreign Service, and encourages "continued efforts toward excellence" in reporting from the field. Cash awards are given for job performance that exceeds normal requirements and is "sustained over a significant period of time." ☐

Medal from king

Ingrid Beach, senior instructor of Swedish at the School of Language Studies, Foreign Service Institute, has received the Royal Memorial Medal from King Carl XVI Gustaf, for her "valuable personal contributions to the advancement and strengthening of cooperation and mutual understanding between our two countries." ■

***Harriet A. Cronin*, left, was one of a group of persons who received awards from Assistant Secretary *Thomas M. Tracy*, center, in the Bureau of Administration. The others, from left: *Kevin Harnisch*, $700 cash award, and *Pam Moore*, *Barbara McLaughlin* and *Peter Bergin*, meritorious service increases.**

After Office Hours—I

Is it a bird? A plane? No, it's Lonnie Patch in her glider!

First it was skiing, then parachuting, and now . . .

After landing, Ms. Patch describes an exceptionally good flight. *(Photo by Linda Meacher)*

WHEN LONNIE PATCH, a Civil Service secretary in the Bureau of Intelligence and Research, moved to Washington from Montana 12 years ago, she planned to join the Foreign Service. Instead, she became a glider pilot.

"I like to put all my energy into one thing, but it would be difficult to do that with flying if I were in the Foreign Service and moving so often," says Ms. Patch. (She has worked in the bureau's Office of Long-Range Assessment and Research for the past five years.)

Reviewing her extracurricular activities, Ms. Patch says: "I was a very active skier until I moved here, but the skiing here isn't that great. So I stopped skiing and started parachute jumping. I didn't have enough confidence, so after two years I quit. Then a friend who is a pilot suggested gliding. I started just before my 30th birthday. I took lessons at the Warrenton Soaring Center in Virginia, and I soloed on my 34th flight."

That was over six years ago. Since then, Ms. Patch has piloted over 300 flights and, two years ago, bought her own glider plane. "The best thing I ever did was buy into gliding," she says. "I bought one-half of a Schweizer 126 medium-performance glider." Ms. Patch has a partner who owns the other half of the $15,000 metal glider which they keep at the Warrenton air field.

A picture of her 430-pound "pride and joy" hangs above her desk in Room 6842. "My boss, Ray Platig, has been listening to my flying stories since I started taking lessons," she says. When I'm real excited about a flight, he sighs and says: 'This is going to be a long story,' but he's very good-natured about hearing all about my adventures."

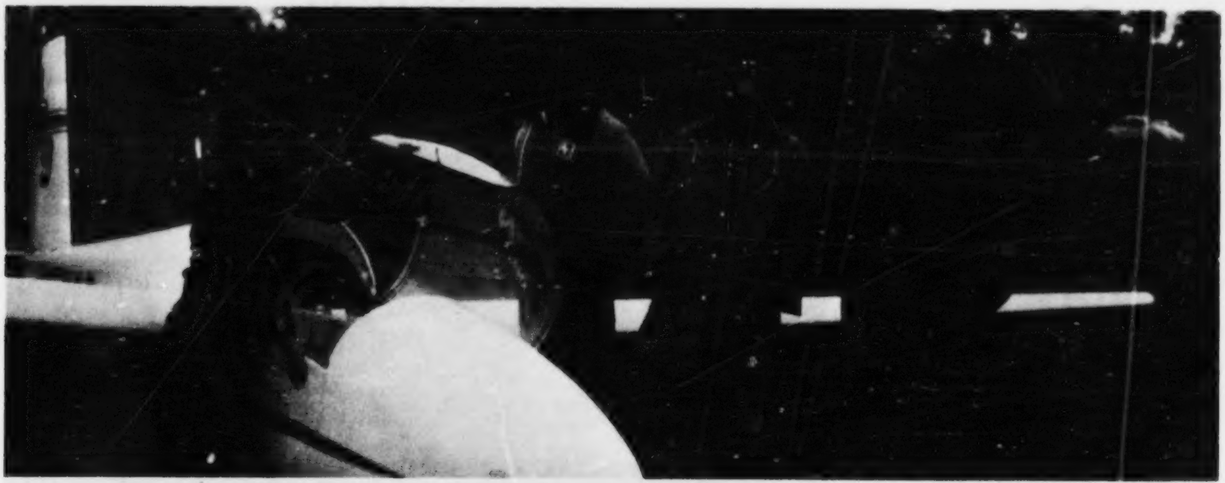
Gliders, according to Ms. Patch, have all the controls of a power plane—except no engine. "Your flight depends on the conditions of the day," she said. "You get up there when the glider is towed along the ground and into the air by a power plane."

Ms. Patch describes a typical take-off:

"When it's my turn to be towed, I help the crew to pull the glider onto the runway. It's hooked up to the tow plane by a 200-foot rope. I get inside my plane, I close the canopy of the cockpit, and I signal that I'm ready.

"I hate the tow. The runway is filled with holes and bumps, and my head always hits the top of the cockpit canopy. But once we're 3,000 feet above ground, I release the rope and disconnect from the tow plane, which does a descending turn to the left, as I climb to the right.

"If it's a gliding day only, which means there are few air currents to lift the plane, you gradually descend and the flight is only about 25 minutes long. On those days, I practice turns and spins and sightsee while descend-



Ms. Patch, left, with friends, before a flight. ***(Photo by Jan Herman)***

In her office, Ms. Patch holds picture of her glider. ***(Photo by Donna Gigliotti)***

ing. That part is easy. But learning to soar—finding the air currents and staying up there—that's a skill. I've had soaring days when the plane just doesn't want to come down. Those are the days you want. That's what it's all about. My longest flight has been three hours."

Is she ever afraid? "There are some days you don't get into the air," she says. "If the wind's too strong, I don't fly. There is a sign at Shannon Airport in Fredericksburg, Md., that says something like: 'Superior pilots are those who don't get themselves into situations that require superior thinking.' I try not to get myself into those situations."

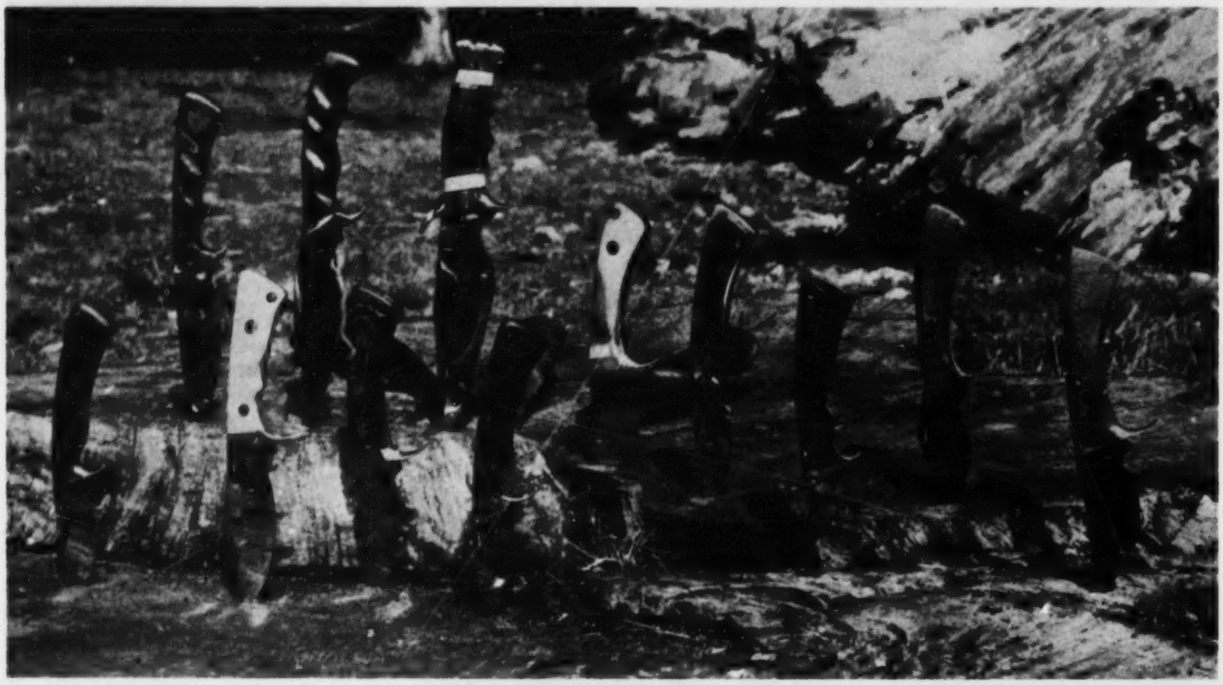
And what of her intention to join the Foreign Service? Ms. Patch says: "When I started flying, I canceled that out. I wouldn't like the interruptions in flying when I had to move. If I were posted in Europe, I could continue to fly, but I wouldn't want to serve in Europe. I'd want to go somewhere completely different, like Africa. But in Africa, there are no facilities for gliding. So, I guess I'll stay where I am."

—DONNA GIGLIOTTI ☐

After Office Hours—II

Communicator in Copenhagen has an unusual hobby

And next—just mark his word—he'll be a scrimshander



The 12 knives shown here left to right: (1) small utility blade, rosewood handle, (2) utility knife, fluted briarwood handle, brass bolsters on butt, (3) heavy utility hunter, ivory micarta handle, brass guard, (4) ultra-thin fighting knife, fluted handle of black micarta, (5) medium-duty swept-point hunter, zebra micarta handle, (6) heavy fighting bowie, triple-hollow ground, sculptured guard and butt-cap, contoured handle, (7) light hunter/skinner, wood micarta handle with brass pins, (8) short-blade heavy-duty skinner, bottle-opener in front of guard, ox-horn handle, (9) delicate bird-hunter's knife, ox-horn handle slabs pinned to blade tang, (10) tiny skinner, solid black ox-horn handle slabs pinned to tang, (11) unique shaped caping blade, contoured teak handle, (12) swept-point hunter, natural linen micarta handle slabs.

ROBERT J. CUMMING, a communicator at Embassy Copenhagen, has a backlog that makes him proud—and perhaps a wee bit rich. It's not a backlog of telegrams waiting to be sent to Washington. In fact, Mr. Cumming has lots of incentive not to accumulate such a backlog if he can help it. Because, when his work gets in the way, he has less free hours to devote to his hobby, which is knifemaking. It's in handcrafting knives that Mr. Cumming has developed the backlog he regards with pride. He has orders to fill that go back three months.

Mr. Cumming's customers are hunters and other sportsmen. He will charge them, say, $350 for a double-edged dagger—though the price might vary greatly, upward or downward, depending on the type of blade he is asked to produce. Last year he grossed some $3,000 from his hobby—"which paid for my vacation to the States for a month." Back home, ranging out of his two-and-a-half-acre retreat in eastern Tennessee, he hunted for arrowheads and explored the innards of caves, readily putting out of mind not only Department business but also the little side business that keeps him on the embassy grounds after hours on many nights.

"My wife supports my need to work with my hands, and she encourages me," Mr. Cumming says. "As to the other member of the family, my stepson Thomas, who's 9—we found in my hobby a common ground where we could get to know each other. Tom got so caught up once in what I was doing that he trailed me to the workshop and got down to the nitty-gritty of making his own knife. Now he wants to sell it for $100 so he can expand his collection of 'Star Wars' toys."

It takes Mr. Cumming some 10 to 12 hours of patient handiwork to make most knives. He works in the embassy carpenter shop, in an unheated garage where he keeps most of his supplies in cardboard boxes under a workbench.

The shop is the province of two Foreign Service national employees, Bob Hargreave and Finn Haakensen, "each a craftsman in his own right," according to the communicator, "who have rendered me invaluable technical assistance." Mr. Cumming works with a belt grinder, drill press, bandsaw and electric buffer, as well as with files, sandpaper and polish. In addition to the knives, he makes leather sheaths.

There are more differences than those that are readily apparent, Mr. Cumming says, between handcrafted knives and the cheaper blades sold in stores after being mass-produced on automated stamping and milling machines. Besides the beauty of its hilt and blade, he says, the custom product is much more durable. They can be, as are Mr. Cumming's knives, "guaranteed for your lifetime and beyond."

The communicator began his hobby a couple of years ago, after someone stole his Norwegian sheath knife in Ethiopia, where he was then assigned. The trauma of wondering how he could replace the blade led him to the conviction that this could be accomplished adequately only if he made his own.

Mr. Cumming still retains that determination. He wants to fill the orders he now has so he can get on to his next project, crafting "a prototype folding knife, which is the most difficult knife to make."

And what will he do after that? His reply was: "Scrimshaw." It was a word that sent the reporter for STATE scurrying to his dictionary.

"Scrimshaw n. 1: Any of various carved or engraved articles made esp. by American whalers usu. from whalebone or whale ivory. . ."

When Mr. Cumming realizes his latest ambition, he will have become not only the first knifemaker—but also the first scrimshander—in the U.S. Foreign Service. ■

Robert J. Cumming* inspects blade for symmetry. "Each blade must be ground perfectly on both sides," he explains. *(Photos by Jan Faul, Rainbow Studios, Copenhagen, and Marine Sgt. James F. Loprette)

News Highlights

State seeks 214 new positions in budget for fiscal '83

The Department has asked Congress for a net increase of 214 positions in fiscal year 1983, which begins October 1. The total dollar request in the proposed budget is nearly $1.9 billion—some $171 million over the current budget.

The budget calls for a total of 16,166 positions at home and abroad—an increase of 225 over fiscal 1982, to be partially offset by abolition of 11 slots at the International Boundary and Water Commission.

To cope with the workloads in consular services, the Department is seeking an increase of 106 positions, of which 85 will be abroad—31 to be filled by Americans and 54 by Foreign Service nationals. In addition, 21 more positions are being requested for the anticipated increase in the number of passports to be issued in the United States.

The Department is asking for 119 other new positions, as follows: 33 positions (29 Americans and 4 Foreign Service nationals) to continue "strengthening political and economic reporting"; 25 positions to upgrade mid-level professional development; 30 positions for new information and communciation systems—primarily additional communicators to maintain the U.S. global communications network, and to install minicomputers and word-processing equipment at overseas posts; 3 positions to combat passport fraud and coordinate installation of new automated consular systems overseas.

The Department's efforts to curb waste, fraud and mismanagement would also be strengthened. State is asking for 11 more positions to help accomplish that goal. Other major requests include 17 positions for administrative support, principally in underdeveloped countries where administrative resources are "insufficient to meet the growing workload requirements." These slots would be filled by 14 Americans and 3 Foreign Service nationals.

The regular program of the Office of Foreign Buildings would get $190 million—an increase of $4 million. This includes $51 million for an office building, ambassador's residence and Marine security guard quarters to begin the new complex in Riyadh, Saudia Arabia; and $7.6 million to begin renovations of 425 staff apartments in Bonn. ☐

ROME—Jubilant U.S. embassy employees listen to Gen. *James L. Dozier*, who thanks them for their prayers after Italian police rescued him from a gang of terrorists. The two men on his left are Ambassador *Maxwell Rabb*, left, and deputy chief of mission *Peter Bridges*.

Inspector general launches program for follow-ups

On short notice, Department inspectors may be visiting posts and operating units of State to assess the degree of compliance with recommendations made in earlier inspections or audits.

Mr. Brown

Compliance follow-up reviews, which the Department inspector general initiated in 1980, have already been conducted at posts in East Asia, the Caribbean and Europe. They stem from the new Foreign Service Act, under which the average intervals between full-scale inspections of posts usually will be longer than the two-year cycle required by the old act. The follow-up reviews are intended to help bridge resulting gaps with relatively low expenditure of inspection staff resources. The new flexibility in inspection cycles abroad is expected to enable the inspector general to place more emphasis on other activities, such as regular full-scale reviews of domestic Department operations.

"We have found compliance follow-up reviews very useful in many different ways," said inspector general Robert L. Brown. For example, he explained, they help ensure "thorough and continuing attention to inspectors' findings and recommendations, particularly those which lead to greater operational efficiency and to more effective controls." He added: "On-site verification provides the best assurance that compliance actions reported by inspected units are complete. In cases where posts or offices have encountered problems in their efforts to carry out recommended actions, these reviews have helped resolve real or apparent dilemmas. In some instances, follow-up reviews can serve to expedite satisfactory closings of previous inspections or audits, especially if there have been delays in compliance. In cases where posts or units have meanwhile undergone normal but extensive changes of management, the presence of follow-up inspectors can help renew and prolong the rigorous effect of the previous full evaluation."

Compliance follow-up review teams generally consist of two inspectors who visit a post or unit for only a few days, two or three weeks after notification by the inspector general. Initially, they concentrate on matters regarding which fully satisfactory responses have not been registered in correspondence after each inspection and audit. However, Mr. Brown said, inspectors also verify that various reported actions have in fact been taken and that recommended procedures are being fully observed—"They pay particular attention to effectiveness of controls needed to prevent wasteful or fraudulent use of U.S. Government resources."

Since their time at posts is kept to a minimum, follow-up inspectors do not have time for general interviewing of personnel or for opening up a new inspection. However, according to Mr. Brown, they are usually able not only to assess compliance with specific recommendations but also to gauge progress in dealing with more general inspectors' findings which call for concerted efforts toward improvements.

The new inspection procedure was established in response to intensified Government-wide interest in effective mechanisms for ensuring compliance with inspection and audit recommendations. Committees of Congress, the General Accounting Office and the Office of Management and Budget have all sought firmer procedural evidence that findings will be effectively pursued. Compliance follow-up reviews are expected to prove particularly useful in ensuring persistent application of procedures which, under pressures of events and of changes in personnel, have been vulnerable to lapses of attention, Mr. Brown concluded. □

During a compliance follow-up review, inspectors examine staff housing program at Embassy Rome. From left: housing officer *Rolando Stievano*, contracting officer *Raffaella Iacovacci*, general services officer *Natale J. Giacobbi* (standing), inspectors *David R. Thomson* and *Stephen F. McNeill*.

Role of U.S. embassies in supporting business is symposium topic

Representatives from the Government, industry and the diplomatic and academic communities have urged a "greater role" for embassies in promoting American business. The call came at a symposium sponsored by Georgetown University's Institute for the Study of Diplomacy, on February 3. Participants presented many views and recommendations, based on their experiences abroad. At times they took issue with one another, but all agreed that the Government should "do more" to foster business overseas. Many urged "closer cooperation and better communication."

Speakers included former Under Secretary David D. Newsom, now the institute's director of administration and programs; former Ambassador Martin F. Herz, director of studies there; Professor Theodore H. Moran, director of a program in international business diplomacy; and Kenn George, deputy director general of the Foreign Commercial Service, Commerce Department. Members of the panel were Raymond J. Waldman, assistant secretary of commerce for international economic policy; Erland H. Heginbotham, former director general of the Foreign Commercial Service; Chester Sadlow, Westinghouse Electric Corp.; and Charles S. Whitehouse, president of the American Foreign Service Association.

Commerce's Mr. Waldman told the audience that the United States needs, among other things, "a better job of promoting its own trade program" and "an aggressive export program, including trade negotiations with foreign countries." He outlined the organization of the new Foreign Commercial Service and the new "coordinated domestic and foreign structure" to promote business, within the Commerce Department. "But we are still competing at a disadvantage compared to other countries," he said. "Until recently, we haven't given this the priority it deserves. In the matter of personnel, for example, the Foreign Commercial Service has 167 officers and 655 foreign nationals, but Japan, France, West Germany and the United Kingdom have many times that number" of employees promoting business. In addition, the role of U.S. embassies must be expanded, by giving greater priority to the "commercial mission," he said. He added that "we need to give greater policy guidance to the commercial officers overseas, build greater cooperation with American business interests abroad, and help them get the information they require."

Mr. Heginbotham called for a stronger national policy regarding exports. Among priorities he listed were "closer cooperation between business and government, and between business and the embassies overseas." Mr. Heginbotham added that "on the average, the embassies will be more helpful to small and medium-sized businesses than to the multilaterals, which have greater facilities, large staffs and extensive commercial information services." He noted that there is an "increased interest" in improving business-government relations. "Both groups need to cooperate if these hopes are to be realized."

Westinghouse's Mr. Sadlow pointed out that 28% of the company's sales come from overseas. He described the Foreign Commercial Service, Foreign Service economic and commercial officers, and U.S. embassies as "very valuable assets—we can reap real benefits from these sources." He gave several examples of how U.S. embassies helped Westinghouse in South Korea, Iraq and other countries, but he added that American business firms must look to the embassies for "more support."

"The ambassador himself has to be involved from the start," Mr. Sadlow said. "The embassy staff and the Foreign Commercial Service personnel have to be on the lookout for information that we can use. The reports should not be overclassified. The embassy should promote the idea of 'Buy American.' It should be even-handed in its dealings with the various firms and not hold back if several American firms are competing for business." Embassies could also provide businessmen with information on licensing requirements and

At a symposium break are, from left, *Charles S. Whitehouse*, *Erland H. Heginbotham*, former Ambassador *Joseph J. Jova*.

trade opportunities, he said, adding: "They should facilitate—not conduct—American business. We don't expect them to do our work."

Mr. Sadlow called for "adequate recognition" for embassy staffs. He urged business firms to write letters commending embassy personnel for "outstanding achievements," and to help them with their business training. "Foreign trade is one way to turn our country around, and the role of the embassies in promoting business is one way to make it happen," he said.

Mr. Whitehouse, former U.S. envoy to Thailand and Laos, asserted that the role of the ambassador is "critical" in promoting business overseas. "If the ambassador doesn't do his stuff," he said, "American business is not going to do very much." Mr. Whitehouse said businessmen want specific information, especially in the Third World countries, on the ambassador's assessment of the country, its stability, the overall environment, information on local personalities and power relationships. The embassy staff should work closely with the American chamber of commerce in the country and with the long-time American residents there, and make the embassy's commercial information resources available, he said. At the same time, Mr. Whitehouse cautioned, businessmen should not come to the embassy "only when they are in a tight situation—or after the 'roof has fallen in.'"

Mr. Newsom described as a "myth" the proposition that the Foreign Service is not helpful in promoting business. Another "myth," he said, is that the Department of State has failed to give adequate attention and staff to the commercial function. The fact is, he continued, that many businessmen have often failed to take full advantage of services offered by embassies. He noted, with respect to the Foreign Commercial Service, that "foreign officials may be less interested in talking to a purely commercial officer than to one who has a diplomatic function."

Mr. George asserted that the Foreign Commercial Service is working closely with the private sector and with local chambers of commerce to hire "qualified, motivated officers" to fill the commercial positions overseas. He said: "Their marching orders are: 'Help American business.'"

The institute's Mr. Herz cited its recent monograph, "The Role of Embassies in Promoting Business," which he edited. Nineteen experts wrote essays for it. Copies are available from the institute, Georgetown University, Washington, D.C. 20057, for $4.50 plus postage.

Mr. Moran served as moderator of the meeting. Members of the audience participated in the discussion and in the question-and-answer session. ☐

Black History Month is observed here

The Office of Equal Employment Opportunity and Civil Rights in the Department with the Office of Equal Opportunity Programs in AID, sponsored programs in observance of Black History Month, throughout February.

The opening program featured Renee Poussaint, WJLA-TV news anchorwoman. Richard Kennedy, under secretary for management, and Joseph Wheeler, acting AID administrator, spoke. Other programs featured the Musician's Workshop; Dorothy Gilliam, columnist, Washington Post; Eddie Williams, Joint Center for Political Studies; Kenneth Clark, sociologist; and the Howard University Gospel Choir.

The programs were open to all employees and the public. ☐

Ms. Poussaint

At panel discussion on management skills for secretaries, from left: *Billie Wilds*, Medical Division; *Linda Duggan*, International Narcotics Matters; *Helene Finley*, China desk; *Judy Alexander*, Politico-Military Affairs; *Marion Dickerson*, Intelligence and Research. The program was sponsored by the Office of Equal Employment Opportunity and Civil Rights and the Women's Action Organization.

Revised organization for Refugee Programs

The Bureau for Refugee Programs has revised its organizational structure, with the operational staff grouped into offices by function rather than geographical area. Two new units are an office for contingency planning and crisis response, to enable the Department to be better prepared to deal with refugee crises, and an office to oversee reception of refugees in the United States, and to maintain closer liaison with organizations concerned with domestic resettlement.

The distinction between the bureau and the Office of the U.S. Coordinator for Refugee Affairs remains as announced in Department Notice of November 17, 1980. The coordinator is responsible for interagency coordination of refugee policies on behalf of the President. The bureau has operational responsibility for international refugee programs, and remains the primary point of contact for Department bureaus on these programs.

Bureau director Richard D. Vine, with rank equivalent to an assistant secretary, heads a staff consisting of:

—The deputy assistant secretary for budget and programs, James N. Purcell, who is responsible for budget, financial planning, congressional consultations, program planning and assessment, management analysis and information systems.

—The deputy assistant secretary for international assistance and relief, Arthur E. Dewey, responsible for the development of international strategies for refugee problems and U.S. support for care and protection of refugees abroad, including contingency planning and crisis management, and relations with the international organizations concerned with refugees.

—The deputy assistant secretary for refugee admissions, H.B. Cushing, responsible for selection, training, processing and reception of refugees accepted by the United States.

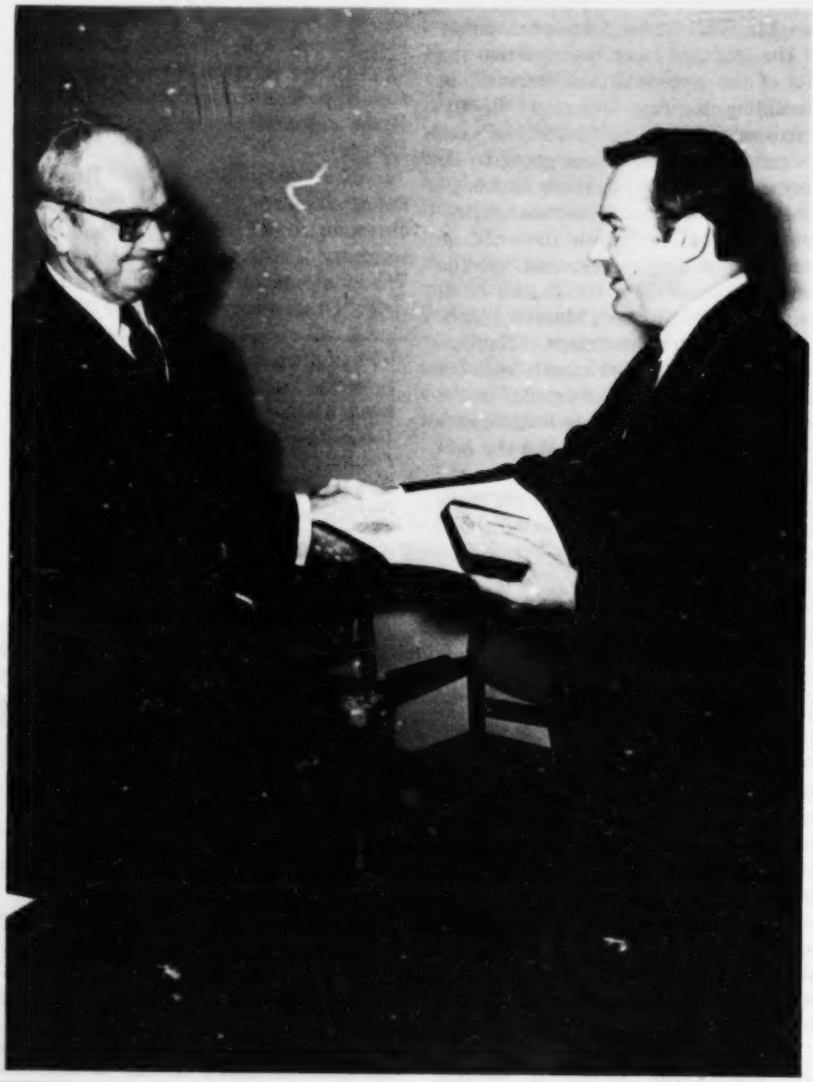
—The comptroller, Norman W. Runkles, responsible for financial management, including contracts and grants with private and international organizations, and financial analysis and evaluation.

—The executive director, Douglas J. Harwood, responsible for administrative support of the bureau. ☐

Senior officers' group

A Senior Foreign Service Association has been organized to serve as an information clearinghouse for the professional concerns of members of the Senior Foreign Service that was established by the Foreign Service Act of 1980. All Senior Foreign Service officers are eligible for membership. The organization's address is SFSA, P.O. Box 57020, West End Station, Washington, D.C. 20037. ☐

REFUGEE PROGRAMS—Bureau director *Richard D. Vine*, left, presents Superior Honor Award and cash award to comptroller *Norman W. Runkles*.



Sen. Kassebaum: Open Forum speaker

William Chipman of the Federal Emergency Management Agency is scheduled to address the Secretary's Open Forum, April 14, on civil defense. Slated as speakers this month are Senator Nancy L. Kassebaum (R.-Kan.), March 12; A. Doak Barnett, Brookings Institution, who is to discuss U.S.-Chinese relations, March 17; former Senator Eugene McCarthy, on human rights, March 22; and author Paul Henze, "Greece, Turkey and the Alliance," March 24.

Those scheduled to address the forum in early March included Admiral Bobby R. Inman, deputy director, Central Intelligence Agency, March 3; Assistant Secretary Thomas O. Enders, who was to discuss current inter-American affairs, March 10; and Ulf Lantzke, executive director, International Energy Agency, who was to speak on energy issues, March 11.

Speakers in February included historian Barbara Tuchman, "An Inquiry into the Persistence of Folly," February 3; Under Secretary Richard T. Kennedy, "Management Challenges of the Department," February 5; Ambassador William Brock, U.S. trade representative, February 10; James Fallows, Washington editor of the Atlantic, on national defense, February 17; and Franklin Knight, professor of Caribbean history, Johns Hopkins, February 19. □

State, Archives agree on review

Under Secretary Richard T. Kennedy has approved an agreement between State and the National Archives which opens the way for Archives to begin a declassification review of the Department's records for the years 1950–54.

Noting that the Department will participate in the financing of the project, Robert M. Warner, archivist of the United States, said the joint effort would be "an important contribution to the historical record of a pivotal period. All my colleagues join me in applauding State's generous cooperation in making these records available.

The project will see 25 archivists and archives technicians conducting a page-by-page review, using guidelines prepared by the Department's Classification/Declassification Center and approved by the office director in the bureau concerned, then by the assistant secretary of each geographic bureau.

Completion of the project, which will entail review of over 10 million pages of material, and which will take several years, will be followed by the formal accession by Archives of all Department records for 1950–54. □

What the Foreign Service is

"The Foreign Service," says Jewell Fenzi, at the U.S. consulate in Recife, Brazil, "is having your jogging clothes washed and ironed for the next morning's run."

KORDOFAN REGION, Sudan— ***Governor Bushara,*** **Senator** ***Charles H. Percy*** **(R.-Ill.) and Ambassador** ***C. William Kontos*** **review products made by the people of this area.**

Information policy office

The under secretary for security assistance, science and technology has been assigned responsibility to direct formulation and coordination of the Department's international communications and information policy issues, according to a Department Notice of February 18. The position of coordinator for international communications and information policy has been established to provide support. William C. Salmon was named acting coordinator. □

Art show

An exhibition of African cloth paintings by Eleanor Dickinson, wife of Dwight Dickinson, former ambassador to Togo, will be held April 16-May 21 at the Textile Museum in Washington. ■

Appointments

Reagan announces 3 more ambassadorial choices

Envoys would go to South Pacific, Ireland, South Africa

PRESIDENT REAGAN, as of late February, had announced his intention to nominate three more persons as ambassadors to other countries. All the nominations would require Senate confirmation. The three, listed in alphabetical order by posts, are:

- Fiji, Kiribati, Tonga, Tuvalu—Fred F. Eckert, a New York state senator and president of the Rochester advertising firm, Eckert Associates; to succeed William Bodde Jr.
- Ireland—Peter H. Dailey, chairman, president and chief executive officer, Dailey International Group, Los Angeles; to succeed William V. Shannon.
- South Africa—Herman W. Nickel, member of the board of editors of Fortune magazine; to succeed William B. Edmondson.

* * *

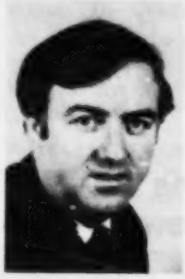
Following are biographical sketches of the persons chosen by the new administration.

Fiji, Kiribati, Tonga, Tuvalu

Fred J. Eckert, in addition to serving as a New York state senator, has been president of Eckert Associates, a Rochester advertising agency, since 1973. From 1970 to 1973, he was supervisor (mayor) of the town of Greece, a Rochester suburb.

Earlier in his career, Mr. Eckert was assistant director of mass communications, Catholic Foreign Mission Society of America, Ossining, N.Y., 1964–65; a public relations specialist with the General Foods Corp., White Plains, N.Y., 1965–67; and an account executive with a Rochester advertising agency, Rumrill-Hoyt, 1967–69.

Mr. Eckert was born in Rochester on May 6, 1941. He received a bachelor's from North Texas State in 1965. He is the editor of "What's So Funny, Padre?" and the author of many articles. Mr. Eckert is married to the former Karen Laughlin; they have two sons and a daughter.



Mr. Eckert

Mr. Dailey

* * *

Ireland

Peter H. Dailey has been a partner at Running Y Ranch, Klamath Falls, Ore., since 1972, and vice chairman and director of Shamrock Broadcasting since 1979. Earlier in his career he was with the advertising firm, Erwin Wasey & Co., Los Angeles, 1956–63; vice president of Foote, Cone & Belding, 1963–64; and senior vice president and director, Western and Far Eastern regions, Campbell Ewald Co., 1964–68. From 1954 to 1956 he served as a lieutenant in the Navy.

Mr. Dailey was born in New Orleans on May 1, 1930. He received a bachelor's from the University of California, at Los Angeles, 1954. He is married to the former Jacqueline Biggerstaff; they have five children.

* * *

South Africa

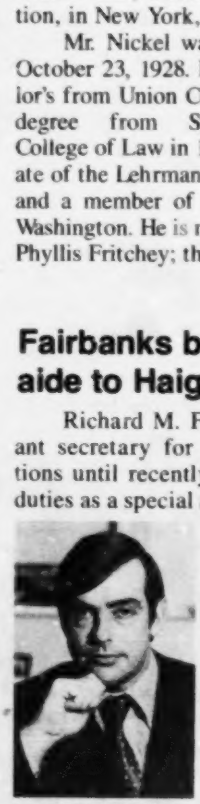
Herman W. Nickel was Time magazine's bureau chief in Tokyo, 1971–74, and London, 1974–77, before he joined the board of editors of Fortune in 1977. He has been with Time, Inc., since 1958—as correspondent in the Washington bureau, 1958, and in London, 1958–61; Africa correspondent, based in Johannesburg, 1961–62; correspondent, 1962–66, and then bureau chief, Bonn, 1966–69; and senior diplomatic correspondent, Washington bureau, 1969–71.

Mr. Nickel has also been a political reporter with the U.S. High Commission, Berlin, 1951–53, and an escort-interpreter with the State Department, 1956. He was head of the research unit, Foreign Policy Association, in New York, 1956–58.

Mr. Nickel was born in Berlin on October 23, 1928. He received a bachelor's from Union College in 1951, and a degree from Syracuse University College of Law in 1956. He is an associate of the Lehrman Institute, New York, and a member of Overseas Writers in Washington. He is married to the former Phyllis Fritchey; they have a son. ☐

Fairbanks becomes aide to Haig

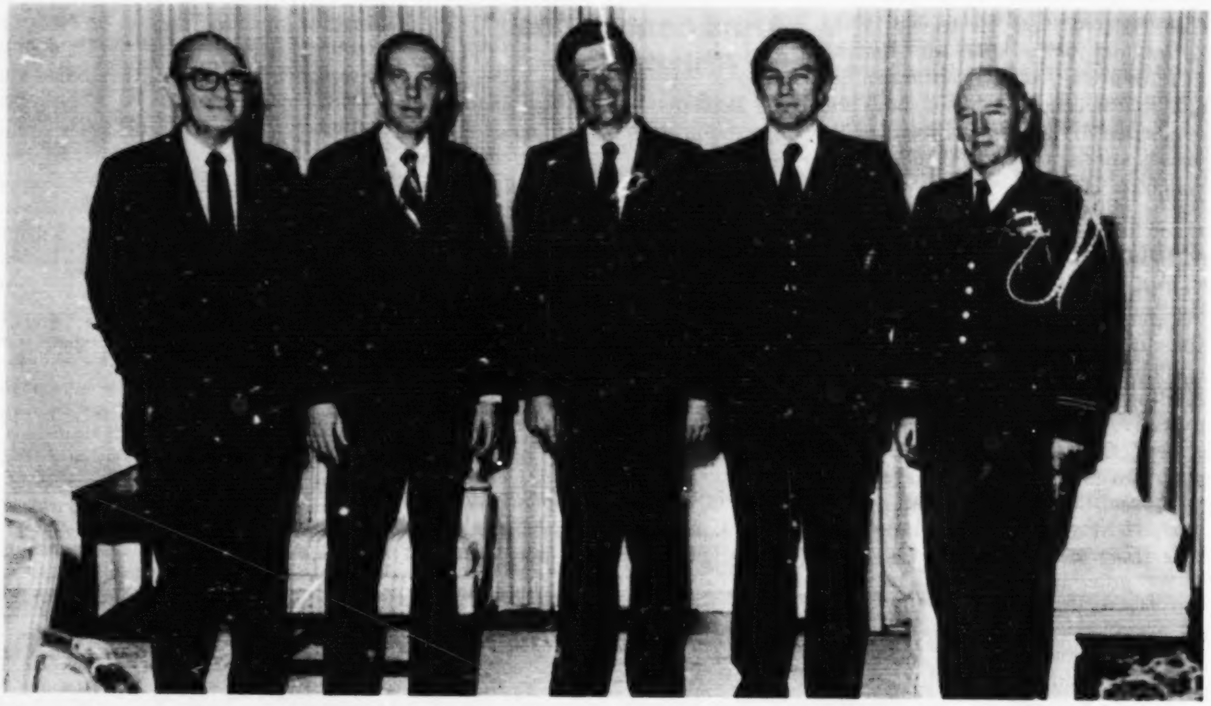
Richard M. Fairbanks III, assistant secretary for congressional relations until recently, has assumed new duties as a special adviser to Secretary Haig. He has been accorded the personal rank of ambassador.



Mr. Fairbanks

In his new assignment Mr. Fairbanks is undertaking special projects for the Secretary, including representing him and assisting him "by devoting full attention to ongoing negotiations for Palestinian autonomy in the West Bank and Gaza," the Department has said. Mr. Fairbanks has traveled to the Middle East with the Secretary.

Before joining the Reagan administration, Mr. Fairbanks was a founding partner in 1974 of the Washington law firm of Beveridge, Fairbanks &



NICOSIA, Cyprus—Members of the country team are left to right, public affairs officer *Weston Fenhagen*, deputy chief of mission *James L. Tull*, Ambassador *Raymond C. Ewing*, political officer *John U. Nix*, defense attache *Richard D. McCall*. They gathered after Mr. Ewing presented his credentials.

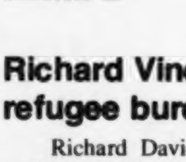
Diamond. During the summer of 1967, he was with the New York law firm of Royall, Koegel, Rogers & Wells; and in the summer of 1968 with the Washington law firm of Covington & Burling. Upon graduation from Columbia University School of Law in 1969, magna cum laude, Mr. Fairbanks became an associate with the Washington law firm of Arnold & Porter, and served for two years.

He later was special assistant to the administrator, Environmental Protection Agency, 1971; adjunct professor of environmental law at Georgetown University Law Center, 1971–72; staff assistant in the Domestic Council at the White House, 1971–72; and associate director for natural resources, energy and the environment, with the council, 1972–74. From 1974 to 1977 Mr. Fairbanks was a member of President Ford's Citizen Advisory Committee on Environmental Quality.

A native of Indianapolis, Mr. Fairbanks received a bachelor's from Yale. At Columbia, he was business manager of the law review and a Harlan Fiske Stone scholar each year. Between Yale and law school he was on active duty with the Navy. Mr. Fairbanks is married and has two children. ☐

Richard Vine heads refugee bureau

Richard David Vine, ambassador to Switzerland from 1979 until last August, has been named director of the Bureau for Refugee Programs, with a rank equivalent to that of assistant secretary.



Mr. Vine

Mr. Vine joined the Foreign Service in 1948 and has held assignments in Bonn, Tel Aviv and Paris. From 1960 to 1963 he was officer-in-charge of European integration affairs in the Department, and from 1963 to 1965 he was political officer in Bonn. He was counselor for political affairs at the U.S. mission to the European Communities, Brussels, 1965–69.

Mr. Vine later became deputy chief of mission in Bern, serving from 1969 to 1972. He was director of western European affairs in the Department, 1972–74; deputy assistant secretary for European affairs, 1972–77; and principal deputy in the bureau from 1977 until his appointment as envoy to Switzerland.

Mr. Vine was born in New York on December 10, 1925. He received a bachelor's in foreign service from Georgetown in 1949, and a master's from Yale in 1960. He served in the Army from 1943 to 1946. Mr. Vine is a director of the Audubon Naturalist Society of the central Atlantic states. He is married to the former Dawn Dieces Vessa; they have a son and a daughter. ☐

Public diplomacy panel

President Reagan has announced his intention to nominate three persons to the U.S. Advisory Commission on Public Diplomacy. They are Alfred S. Bloomingdale, New York business executive and former board chairman, Diners' Club; Hershey Gold, board chairman, Super Yarn Mart, Los Angeles; and Edwin J. Feulner Jr., president, Heritage Foundation, Washington. ☐

Arms control post for Robert Grey

President Reagan has announced his intention to nominate Robert Thaddeus Grey Jr., a Department official, as the new deputy director of the Arms Control and Disarmament Agency. He would succeed Spurgeon M. Keeny Jr.

Mr. Grey

Mr. Grey has been the director of the Office of Advanced Technology, Bureau of Oceans and International Environmental and Scientific Affairs, since 1979. He has also held assignments as director, Special Program on National Security Affairs, USIA, 1972; deputy director, Office of Military Sales and Assistance, Bureau of Politico-Military Affairs, 1973–74; and politico-military affairs officer and first secretary in the U.S. embassy at Canberra, Australia, 1974–77.

Mr. Grey was born in Shirley, Mass., on January 14, 1936. He received a bachelor's from Dartmouth in 1957, and a law degree from the Uni-

William P. Clark*, left, assistant to the President for national security affairs, congratulates *Walter J. Stoessel Jr.*, right, his successor as deputy secretary. With them is *Lawrence S. Eagleburger*. Mr. Stoessel's successor as under secretary for political affairs. Mr. Eagleburger was recuperating from a leg ailment. *(Photo by Robert E. Kaiser, Visual Services)

OUAGADOUGOU—Ambassador *Julius W. Walker, Jr.* at presentation of his credentials to Colonel *Saye Zerbo,* president of Upper Volta.

versity of Michigan in 1960.

He is married and has three children. ☐

People at State

Ambassador George W. Landau has been named director of the executive secretariat of the new Presidential Commission on Radio Broadcasting to Cuba (Radio Marti) . . . **Patricia Ann Morton** is deputy director and Federal Women's Program manager, Office of Equal Employment Opportunity and Civil Rights . . . **John E. Manion** has become the Department's liaison officer with the General Accounting Office; **Linda Evans** is assistant liaison officer . . . Ambassador **Gerald B. Helman** has been designated special assistant for International Afghanistan Day, March 21 . . . **Robert W. Drexler,** director of the Office of Recruitment, Examination and Employment, has been given additional duties as the Department's coordinator for the handicapped . . .

International trade post

President Reagan has announced his intention to nominate Veronica A. Haggart, a partner in the Washington law firm of Heron, Haggart, Ford, Burchette & Ruckert, as a member of the U.S. International Trade Commission. ☐

Envoy rank for Murphy

President Reagan has accorded the rank of ambassador to Peter O. Murphy, U.S. negotiator on textile matters, Office of the U.S. Trade Representative. Mr. Murphy was deputy to the U.S. negotiator on textile matters, 1977–81. ■

Antarctic group to hold open, closed meetings

The Antarctic section of the Oceans and International Environmental and Scientific Affairs Advisory Committee will meet at 2 p.m. March 18 in Room 1408. Officers responsible for Antarctic affairs in the Department will discuss issues and problems in the context of current domestic and international developments. This session will be open. The public will be given the opportunity to participate in discussions, according to instructions of the chairman. As access to the Department is controlled, persons wishing to attend should enter through the Diplomatic (C Street) Entrance. Department officials will be there to escort attendees.

The section will also meet on March 19 at the National Academy of Sciences, 2101 Constitution Avenue N.W., in sessions which will not be open to the public. As these sessions will include discussions of classified material, they have been closed pursuant to the Federal Advisory Committee Act. ☐

Telegram, telephone study group to meet

Study Group A of the U.S. Organization for the International Telegraph and Telephone Consultative Committee will meet on March 17 at 10 a.m. in Room 856 of the Federal Communications Commission, 1919 M Street N.W.

This group deals with U.S. Government aspects of international telegram and telephone operations and tariffs. Members will discuss international telecommunications questions relating to telegraph, telex, new record services, data transmission and leased channel services, in order to develop U.S. positions to be taken at upcoming international meetings.

The public may attend and join in the discussion, subject to instructions of the chairman. Requests for information should be directed to Earl S. Barbely, telephone (202) 632-3214. ☐

International data flow

The department will hold a meeting on March 23 of the working group on transborder data flows of the Advisory Committee on International Investment, Technology and Development. The group will meet from 10 a.m. to noon in the Lecture Room of the National Academy of Sciences, 2101 Constitution Avenue N.W. The meeting will be open to the public. Requests for information should be directed to Philip T. Lincoln Jr., Office of Investment Affairs, Bureau of Economic and Business Affairs, (202) 632–2728. ☐

It's (pant! gasp!) very, very hectic in Anthuria!

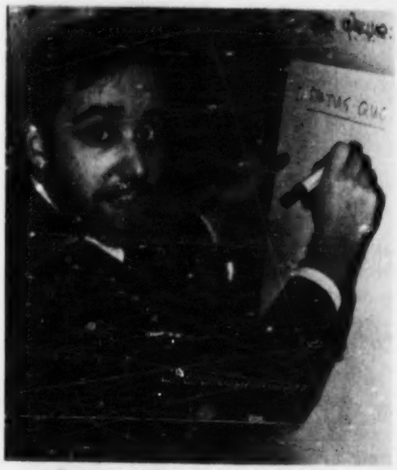
(Can this be what it's like at a *real* embassy?)

In the fabricated country of Anthuria, two junior officers—David D. Pearce and Jim Elliott—confronted a few diplomatic crises, as part of their Foreign Service Institute A-100 training. They write here about their experiences at "Embassy Rosslyn" (Rosslyn, Va., is the site of the institute's headquarters). The photos are by Donna Gigliotti.

BY DAVID D. PEARCE

IT WAS pretty heady stuff: promotion to deputy chief of mission after only 35 days in the Foreign Service. In every respect, Anthuria was a dream assignment. It had:

- A vital U.S. naval base *and* a radar tracking station in the strategic Sea of Storms region.
- $600 million in Overseas Private Investment Corp.-guaranteed investment by a U.S. company in the vital manganese mining sector.
- A Holiday Inn in the capital city, Rosslyn.
- Communists in a shaky ruling coalition.
- An ambassador who played a lot of golf.



"Deputy chief of mission" *Dave Pearce.*

"Consul general" *Efrain Lopez.*

That was the scenario as 28 of us arrived February 10 at Airlie House, 45 miles southwest of Washington, in the Virginia hunt country, for the grande finale of the Foreign Service Institute's A-100 orientation course for junior officers.

For the previous five weeks, A-100 coordinator Jim Morton and deputy coordinator Eugene Schmiel had instructed us in Foreign Service writing and reporting. We had practiced interviewing. We had learned what a demarche is and how to make one. We had been briefed on diplomatic notes. Most of us had laughed out loud to hear that we occasionally would have to deliver "non-papers!" We had been drilled in writing (and had written) bios, memcons, airgrams, telegrams, info memos, action memos, briefing memos. We learned formats. What TAGS are. What a reftel is. What a congressional letter is. What a POLAD is. We learned we had much to learn. Mr. Schmiel covered our efforts in red correcting ink, Mr. Morton with green. We each received a copy of the Strunk and White writing manual, "The Elements of Style."

Strunk and White? For cookie-pushers? What about diplomatic doublespeak?

"Not when we speak to each other," Mr. Morton said.

"Be clear," said the Jesuit-trained Mr. Schmiel. "No double meanings. No passive voice verbs. Make that and your thesaurus your *vade mecum.* Doesn't anybody study Latin anymore?" (Anthurians do. Their national motto is: *Dona Nobis Omnia.*)

We arrived at Airlie Wednesday evening and split into two embassy groups. Mr. Morton was ambassador for Embassy 1, with me as his deputy chief of mission. Mr. Schmiel was ambassador for Embassy 2, with Jim Elliott as his deputy chief of mission. Technically, work did not begin until the country team meeting the following morning at 8:30. But the class already knew that the simulation would have Vice President Bush flying into Rosslyn on Friday morning for a 24-hour visit to Anthuria. We had little more than a day to crank out a briefing book on Anthuria and plan for the visit. So the deputy chiefs had already handed out assignments to the country teams. Few of us were in bed before midnight that first night, even though the exercise didn't really "begin" until the next day.

When work began in earnest, the deputy chiefs managed the show, since the "ambassadors" were out playing golf the day before the Vice President arrived. Mr. Morton and Mr. Schmiel acted as controls for their respective groups, weighing in with advice that helped ease the process and periodically introducing new material that made a complicated Anthuria even more complicated.

"Economic/labor officer" *Elaine Garland.*

At the Country Team meetings, the deputy chiefs handed out assignments, stressed the need to turn in papers *at once* to be typed, and heard progress reports.

To lighten the load, and add a great deal of expertise, three experienced Foreign Service secretaries and one Civil Service secretary worked with the group: Peggy Seepe of Near Eastern and South Asian Affairs and Mary Culyba of the Foreign Buildings Office with Embassy 1, and Helene Finley of East Asian and Pacific Affairs and Yvonne Gurney of the Foreign Service Institute with Embassy 2.

Among the problems at Embassy Rosslyn:

- We faced a plot to kidnap the Vice President while he spoke at an ICA exhibit.
- The Anthurians demanded that a certain U.S. Air Force Captain Fiery from the radar-tracking station be turned over to them for allegedly killing one of their nationals.
- One embassy member, the special assistant, learned that the defense minister thought it was a good idea to hold the Air Force captain as leverage to get more military aid.
- A Secret Service agent and advance man named Hardlee Sivil turned up and demanded that the Vice President's schedule be substantially rearranged; he also vetoed embassy recommendations to cancel the ICA stop.
- The defense attache, Col. Jim Kandoo, and the Military Assistance Group chief, Maj. Gen. P. Moore Millaid, nearly came to blows over how much hardware the United States should provide Anthuria.
- The AID director gasped that he needed more staff to handle his programs.
- Embassy personnel repeatedly asked the most junior officer, Vicki Junioroff, to write memos on subjects on which she hadn't been briefed.
- The head of the Anthurian Development Corp., Djie Enpee, and the resident manager of the American General Metals Corp., David Williams, were barely on speaking terms.
- In the middle of all this, the Department told the administrative officer to come up with a detailed across-the-board 10% budget cut proposal by close of business Friday, the last day of the exercise.

Somehow, both embassies managed to muddle through it all. But these problems generated reams of memos, cables, aides memoire, non-papers, as well as demarches on Anthurian authorities (and team members played *all* of the Anthurian officials, prepped by control).

The climax of the simulation was the Vice President's visit Friday morning. Foreign Service Institute acting director John Sprott played Vice President Bush for Embassy 1; Dean J. Brian Atwood played the Vice President for Embassy 2.

Each embassy team had worked hard to get ready for this event, many

"Ambassador" *Gene Schmeil*, left, and *Brian Atwood* as Vice President Bush.

team members working until midnight to complete their papers for the briefing books. They were delivered on time to the Vice President one hour before the briefing.

Armed with the wealth of briefing materials, the Vice President pumped members of the Country Team for additional information, generally disrupting—intentionally—the careful, systematic presentation the embassy staff had envisioned. (Just like real life.)

The entire exercise was an eye-opener. Most participants felt they had learned in vivid fashion how a real embassy functioned in a period of great stress.

At a post-exercise evaluation session, some of us felt we would have benefited a bit more if the situation had been a little less complicated—while acknowledging full well it can be that way in real life. A less complicated scenario might allow a more orderly development and coordination of issues by the embassy staff. As it was, the deputy chief of mission was hard-pressed to do much but read and sign off on papers. We felt he should be forced to take a more active coordinating role.

It was frustrating. When it was over, the class was, to a man (and woman), drained and bleary-eyed. We generated a lot of paper, but never seemed to be able to get on top of anything. But we certainly had a good workout and had put our writing practice to the test. And we will all be better prepared when the Vice President or some other VIP descends on our first post.

We asked the Foreign Service secretaries if, having been in such situations, the exercise had corresponded fairly closely to the real thing.

"Yes," said Peggy Seepe. "It's pretty much like this. There was only thing missing here: there are no phones. And in real life, while all this was going on, the phones would have been ringing off the hook."☐

Secretaries *Mary Culyba* and *Peggy Seepe*, right.

At breakfast are "deputy chief of mission" *Jim Elliott*, left, and *Hugh Neighbour*, dressed as an Anthurian citizen.

By Jim Elliott

THE SCENE takes place in Embassy Rosslyn, Anthuria, and is one familiar to embassies around the world. An official delegation headed by the Vice President of the United States will arrive shortly for high-level talks with the political leadership of a developing country, in the midst of a political crisis. The delegation must be briefed on key personalities and all pertinent political, economic, and military issues. The effort is led by the calm, collected and greying-around-the-temples deputy chief of mission, John D. Siem (played by me); his aide, McAllister Stuffade (addicted to red pens); and the ambassador's aide, Victoria Junioroff (very).

They are directing and coordinating the efforts of the Country Team, composed of political counselor Paul Kanzler (German accent and known to build empires), economic counselor Marc Preiss (known among female junior officers as Beauty), public affairs officer Howard Intelleck (known to fall into his piano at parties), defense attache Jim Kandoo and Military Assistance Group Commander P. Moore Millaid (referred to in Department cables as Generals Dunder and Head), AID director Les Deevelup (known to inhibit the deputy chief of mission by correcting his corrections), administrative officer Blake Prospect (good hotel connections), and consul general L. Ways Straidt (not, repeat not, always). The ambassador, Frank Lee Southern, is on the golf course, and the glue that holds it all together are the formidable secretaries, Garda Dhor and Alda Trupa.

To most officers in the A–100 course, the playing out of the above scene will provide a bond and a common basis for relating to each other which will probably remain with them throughout their careers. Why? Because it was, in a sense, their first post, and everybody suffered and worked together in preparation for the Vice President's simulated visit during a time of political and economic crisis in Anthuria. It was the first time they could put into practice the reporting and drafting skills they had been learning in the A–100 course, and they could do it in an embassy-like setting replicating reality.

For any reader having completed A–100 training prior to 1977, the whole concept of Anthuria and Embassy Rosslyn is probably a mystery. More familiar, however, will be the general consensus that their A–100 training involved far too much passive listening and not enough active, hands-on experience. The Foreign Service Institute leadership undertook to combat that problem in the mid-'70s by contracting with Paul Kattenburg, a retired Foreign Service Officer, to produce the Anthuria series and, later, the Embassy Rosslyn simulation, which is the culmination of the Anthuria exercises.

The exercises and simulation are based upon "The Anthurian Political Crisis," Mr. Kattenburg's conceptualization of a developing country with most of the attendant problems of ethnic diversity, uneducated masses, lack

BRIEFING
THE VICE-
OF THE U

***Fred Baylor*, as commander of the Military Assistance Group.**

On a walk between the two "embassies," are *Brian Weese*, left, and *Efrain Lopez*.

of industrialization, military vulnerability and political instability. Unfolding events in Anthuria during the first five weeks of the class provide many opportunities for students playing the role of "Vic Junioroff" to practice their developing core skills in Foreign Service reporting and analysis.

The fate of the Embassy Rosslyn simulation was by no means certain in the beginning. It was performed only once during the threshold course of the late '70s, and then shelved. The simulation was brought to life again almost by accident, last spring, when the departing coordinator of the A–100 course passed the manuscript on to deputy coordinator Gene Schmiel.

When Mr. Schmiel took over the "Effective Foreign Service Writing" segment of the A–100 course in 1980, he had supplemented the existing Anthuria exercises to include info memos, action memos, briefing memos and congressional correspondence. He says that he saw the Embassy Rosslyn simulation manuscript as "a logical next step in fulfilling our objective of giving the class practical experience in using the skills they were learning."

To adapt the Embassy Rosslyn script to the time constraints of the A–100 course, Mr. Schmiel edited the material to shorten the execution time from three to two days, reworking the instructor's guide, the exercise scenario and some of the inputs. After a successful trial run with the fifth class last August, the simulation became a regular part of A–100. Mr. Schmiel also conceived the participation of experienced Foreign Service secretaries to "give another dash of realism to the exercise and show students that secretaries have a considerable amount of expertise to add to the smooth functioning of an embassy." More recently, the coordinators of the A–100 course have asked senior officials from the Department to assume the role of the Vice President during the Country Team briefing—yet another step to introduce as much realism as possible into the exercise.

Our reactions to the exercise were positive. It gave us the opportunity to practice writing and reporting skills, an impression of how important cooperation and working with people within a group becomes in the Country Team structure, and an improved understanding of the clearance process and the structure and functioning of the embassy staff. Earlier junior officers have made many constructive suggestions which have been incorporated into the exercise.

Based on the experience with four junior officer classes, Mr. Schmiel says, "Embassy Rosslyn will remain a key feature of the A–100 course. We will be looking into adding other elements of realism to the course, perhaps including a Department simulation which could either stand on its own or be an adjunct to the embassy simulation. In either case, our objective will continue to be to orient students in A–100 so that they can literally 'hit the ground running' and get a fast start on their careers. They will also, we believe, be that much better prepared for the next phase of their professional development, the mid-level course, after having gotten off to an effective start at the beginning of their careers." ■

Jean McAlpine, at a map of Anthuria.

SCHEMATIC MAP
CITY OF ROSSLYN, ANTHURIA
A
CAPITAL ROSSLYN AREA 112,000
GALLALAND
YENDOLAND
LOLLAND
HILAND
CHAMALIA

Foreign Service Families

Q—What do our nomadic children need to become champions?

A—They need us

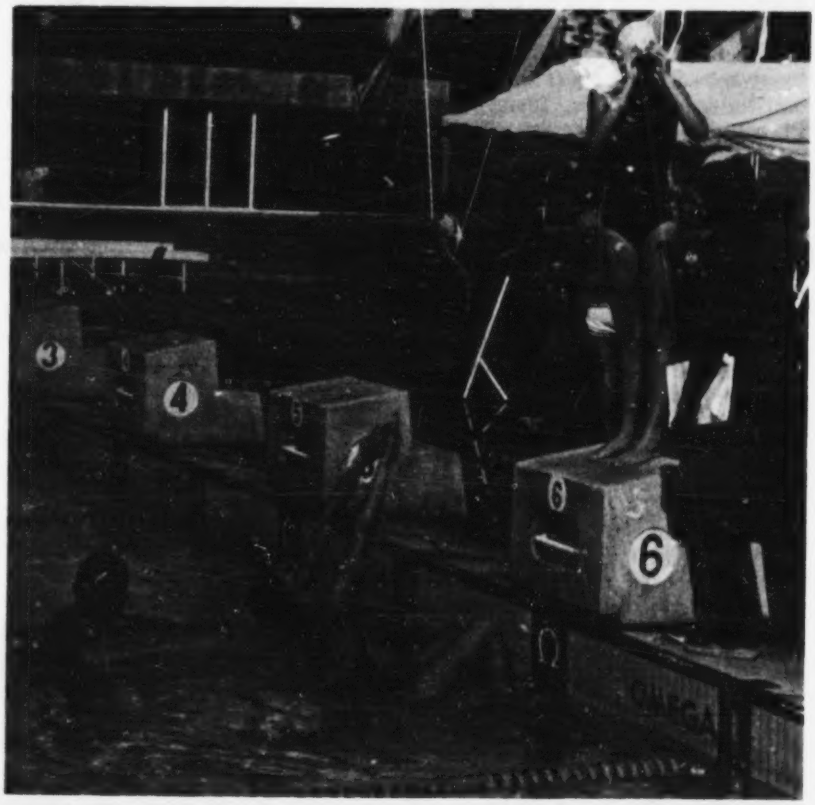
BY JOHN D. COFFMAN

The author is the U.S. consul general at Bogota, Colombia.

Mr. Coffman

THE DEVELOPMENT of athletic proficiency has been a longstanding problem facing high school dependents of Foreign Service families. Sure, it can be done. But the frequent moving from culture to culture, and region to region, makes it quite difficult. The old Foreign Service truism is that you must use what's available locally to achieve a rewarding and happy existence. So an assignment to Santiago, Chile, would mean skiing, while the next assignment, to Guayaquil, Ecuador, would mean surfing, or perhaps swimming. This can be fun but, with the probable exception of soccer, it is uncommon for Foreign Service kids to excel in the major sports. This article relates one attempt—our own—to develop athletic excellence.

In 1977, the Coffman family arrived in Lima, Peru. Showing a superior instinct towards priorities, we joined the Lima Cricket and Football Club the day after our arrival. This is a relatively modest club offering tennis, cricket, rugby, darts and the use of a rather narrow 25-meter swimming pool. Mom (Claudine) and Dad (John) quickly returned to tennis, but the three kids, Renee (then 11), Tara (then 7) and Jim (then 4) devoted their time to playing with friends and paddling around in the pool. This was fine, of course, but provided them with no competitive experience. Jim and Tara were simply too young to play much tennis, and Renee suffered from Osgood-Schlatter's disease in the left knee, which severely limited her ability to run.


***Renee* takes off on a practice backstroke during the nationals.**

At the beginning of the second year of our tour, my wife and I decided to form a swimming team for children at the club. We set up meets with three other clubs and took on the training of the 30 to 40 youthful participants on our team. This may not seem like much, but neither I nor my wife knew anything at all about competitive swimming. In fact, one of us could swim only the freestyle, while the other could hardly make the length of the pool using a combination of sidestroke, back-float and doggy-paddle.

But we read up on the sport and began to work with the kids several nights a week. Alas, there was a lack of expert guidance. An example of this came halfway through the season when one of the older swimmers remarked that the instruction for the breast-stroke we were giving was incorrect. Our first response was: "That's the way it's described in the book." But then we re-read the breaststroke chapter. Naturally, the young man was right. Still, the Lima Cricket swim team got through the meets. The year ended with considerable enthusiasm concerning the next season.

We decided then to push for the formation of a small swimming league which would endure after our departure (it is a common Foreign Service fantasy to want to create something, anything, that will endure). This was done, and the team tied for first place. The Coffman kids did learn something about competitive swimming. All three could more or less swim the freestyle and, to a lesser extent, the breaststroke, but little Jimmy sank when trying the backstroke, and none of the three had the vaguest idea of what a proper butterfly stroke should be.

The failure of the coaches (us) to properly guide in the butterfly stroke is easily understandable because its innumerable wiggles and high coordination requirements cannot be assimilated for transmission to neophytes simply through reading.

Since competitive swimming was the only real athletic activity our children had experienced, it was of prime importance that a similar opportunity be made available to them at our new post in Bogota. This was a problem, however, because Bogota is a high, rather cool place, with limited covered pool facilities. In fact, there is no such pool offering a program of competitive swimming that is available to the public. This being the case, we joined the Bogota Country Club, which not only has a swimming team but is located only a block from our house. This required sacrifice since, even though the club is truly a magnificent place, its fee structure reflects the services and environment it provides.

All three kids started their true swimming training in January 1981, by practicing two hours a day, six days a week. Just as the country club team was moving ahead, the pool broke; there was no meaningful training provided from May through August. This meant the swimmers had slightly more than two months to prepare for the city championship, which would determine who would represent Bogota in the national swimming championships at Neiva.

Jim, age 8, was not old enough to compete for possible selection for the nationals. He did, however, participate in a citywide competition and did well in the freestyle, breaststroke, backstroke and individual medley. Because of the timing of his birthday, he will swim again as an eight-year-old this year, and should do quite well. Tara, swimming in the age-9-to-10 category, narrowly missed being selected for the nationals in the backstroke, but was pleased to have earned two bronze medals as a member of a relay team.

Renee, in the 13-to-14 group, won a silver medal in the 200-meter backstroke and a bronze in the 100-meter freestyle, qualifying her for the nationals, where her first race did not go well. It was the first event of the competition at Neiva. She was quite nervous, and the wind and a tropical downpour helped limit her initial effort to a ninth-place finish in the 100-meter freestyle. My wife and I were in Bogota, and we did not know of this result when we departed by car at 4:45 A.M. the following Sunday for the five to six hour drive to Neiva. We hoped to—and did—arrive before Renee's second event, the 100-meter backstroke, scheduled for 11 a.m. Renee was delighted to see us and, after describing her first, rather dismal, experience, said she would do better the rest of the meet. She did. She earned a silver medal for a second-place finish in the 100-meter backstroke. She won two bronze medals for third-place finishes as a relay team member, and came in fifth in both the 200-meter backstroke and the 100-meter breaststroke.

Although it is impossible to say how far Renee, Tara or Jim will advance in competitive swimming, this account demonstrates how one Foreign Service family has tried to instill the competitiveness and provide some of the skills necessary to be an athlete in today's world. After all, being second in an individual event in a country of more then 25 million people is no mean achievement, and it has been fun for everyone. □

Tara **practicing her breaststroke.**

U.S. moves to protect federal jobs of spouses going overseas

Office of Personnel Management issues regulations

THE CAREERS of federal employees who leave their jobs to accompany spouses who are federal civilian or military employees on overseas assignments will be protected under new regulations issued by the U.S. Office of Personnel Management.

The changes, outlined in a Federal Personnel Management Bulletin, will permit career-conditional employees to extend their eligibility for reinstatement for federal employment "by the amount of time spent overseas with a family member on official assignment."

Formerly, such employees had to be reinstated within three years. Since many overseas tours of duty are for more than three years, spouses had the choice of either remaining in the United States alone to continue their federal careers, or losing their reinstatement eligibility.

Another change in the regulations will allow these employees six months after their return to the States to exercise reinstatement eligibility without losing previously earned credit toward the three years of career-conditional employment needed to qualify for "career status."

The changes by the Office of Personnel Management result from its discussion paper on overseas dependent employment which State's Family Liaison Office circulated to all posts for comment in June 1980. The paper highlighted 10 "problem" areas and possible policy options related to Government employment aboard for family members who are either career or career-conditional employees, or who have never worked for the Government.

More than 40 Foreign Service posts responded, and the liaison office submitted the recommendations to the Office of Personnel Management.

In addition, the State-AID-ICA Dependent Employment Working Group evaluated post comments and prepared a formal interagency response to the paper. These recent changes provide solutions to two (and a partial solution to a third) of the 10 identified problem areas in the discussion paper.

For those family members who begin their Government employment in noncareer positions overseas, the Office of Personnel Management, as a result of the responses it received to the discussion paper, initiated an executive order proposal which would provide noncompetitive eligibility for Civil Service jobs, upon return to the States, to those individuals who have served an accumulated total of two years in one or more appropriated fund positions overseas. The draft order, which addresses two more of the "problem" areas, is still pending at the Office of Management and Budget but, once signed, it is expected to be beneficial to all Foreign Service spouses who obtain temporary Government employment abroad and wish to continue a federal career upon their return to the United States.

Information on the regulatory changes, the executive order, and other efforts under way to facilitate family member employment overseas is available at the Family Liaison Office, Room 1212A. Career counselors there, Susan McClintock and Pat Mallon, maintain individual country files on overseas employment opportunities for spouses. The telephone numbers are 632-2387 or 632-3179. ■

GABORONE, Botswana—Ambassador *Horace G. Dawson Jr.* presents awards for outstanding community contributions to members of the American Women's Association. From left, *Nancy Pielemmeier, Joyce Gibson, Mary Wood Bush* and *Colette Gordon*, far right. Second from right is *Mrs. Dawson*.

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.*

Q.

EUROPE

My mother has a heart problem for which she takes medication. Exactly what is an arrhythmia?

A.

There are a variety of heart arrhythmias, which range from unimportant skipped beats to medical crises requiring urgent, skilled life-saving interventions. An arrhythmia is, quite simply, a disturbance in the electrical system of the heart; this is the system that triggers the regular, repetitious, properly cycled contractions of the heart's four chambers, and thus the regular continuous movement of old and reoxygenated blood through the heart, lungs, brain and entire body. A severe defect in the elecrical-mechanical sequence of events can be devastating, particularly in persons with underlying heart disease. Arrhythmias can be indicative of significant heart disease; in other instances changes in the heart's rhythm or beat sequence are not a cause for concern and occur in an otherwise healthy heart. Treatment of various arrhythmias is carried out in a variety of ways, including the use of drugs, controlled electrical shocks with special instruments, artificial pacemakers, and sometimes only change in life style such as omitting coffee, cigarettes and alcohol. People who note more than an occasional skipped beat, palpitations or prolonged irregular heartbeat should have a medical evaluation to determine the cause of the event and whether the arrhythmia is of medical significance.

Q.

AFRICA

If State covers most hospitalizations overseas (other than obstetrical or cosmetic surgery), what's the advantage of carrying a health insurance policy.

A.

The Department's health program will cover most expenses for hospitalizations because of illness or injuries incurred abroad. Therein lies the crux of the matter. Even though abroad on overseas assignment, employees do come to the United States on home leave, and occasionally on emergency leave, for consultation or other, unexpected reasons. During these brief intervals in the States, accident or illness can strike. Hospitalizations for these situations are *not* covered by the Department's program (even if you are here on official travel orders), and the employee must rely on his health insurance policy. We needn't discuss the financial calamity that could arise if hospitalization extended for even a week (at $500 a day, plus) was needed during home leave because of, say, a car accident. Health insurance is a practical necessity.

Q.

EUROPE

What should I do if my child accidentally breaks a tooth?

A.

Take the child to a dentist immediately. The extent of damage often can be measured only by a professional. Do not make the mistake of thinking very little damage has occured just because little trauma can be seen by you.

Q.

ROSSLYN, VA.

My problem is that two weeks before my menstrual cycle begins I crave food and candy along with having the cramps. One month I felt nauseated; I keep feeling hot off and on, and my temperature went up. This is the worst I've ever felt. Do hormones have anything to do with this? Is there anything that I can take before my menstrual cycle begins?

A.

You are describing some of the symptoms traditionally associated with premenstrual syndrome, which includes a variety of unrelated symptoms that occur *before* the menstrual flow actually starts. In the recent past, more and more physicians and researchers are confirming that these changes are true chemical changes rather than a matter of labile emotions, as previously held. There are lots of theories about the role of female hormones and their effect upon the body, but thus far there is no agreement on the exact culprit. There is a group of prescription medications called anti-prostaglandin drugs that can provide some temporary relief for premenstrual tension. Another, sometimes effective, suggestion is to restrict additional dietary salt from mid-cycle until the actual beginning of menstruation. In view of the complexity of your symptoms, and without knowing your age and gynecological history, I would suggest you consult with your physician regarding specific relief and treatment for you.

Q.

CARIBBEAN

Our four-year-old was diagnosed as having a speech defect. He was referred to a speech therapist because we noticed a lag in his language skills compared to others his age. The therapist recommended speech therapy sessions twice a week. Will the Department cover the expenses?

A.

No. Payment for speech therapy can be covered only if it is in conjunction with an authorized hospitalization.

Q. West Coast Passport Office

What is a CAT scan?

A.

This is an acronym for computerized axial tomography, a diagnostic procedure performed if a question of a brain lesion or disorder arises. There is no special preparation for the test; the radiation received is about the same as that from conventional X-ray procedures; the machine makes a clicking noise during the scanning; and if a dye is injected for contrast, the patient will feel a flush when the medicine is injected. The test takes about a half-hour, slightly longer if a dye is injected. The narrow X-ray beam makes a 180-degree scan of the head, 1 degree at a time. Photon absorption of brain tissue is recorded, and a computer processes the X-ray absorption data, assigning numbers to tissue densities, called absorption coefficients. The results of the scan are displayed as a digital printout of the absorption coefficients, along with a horizontal cross-section of the head on a TV screen. Bone appears white, air is black, and brain tissue is various shades of gray. The radiologist then carefully reviews the alterations of normal density, which indicate pathological or significant changes. ☐

Dr. Korcak's health hints

National Poison Prevention Week is observed annually during the third full week in March. The observance was started to meet a very pressing need to educate consumers on the dangers inherent in medicines and household products. Since the majority of poisoning accidents involve children under 5, the observance is intended to focus on preventing ingestions of poisonous substances by them. Therefore, a few reminders:

1. Keep all drugs, poisonous substances, household chemicals and cleaning agents out of the reach of children. Find a storage place that is *impossible* for a child to reach. Put the poisons there.

2. Do *not* store nonedible products on shelves used for storing foods.

3. Do not transfer poisonous substances such as medicines to *unlabeled* containers.

4. Read labels before using chemical products and, when taking or giving medicines, *check* and *double-check* labels.

5. Clear your medicine cabinet and storage spaces of poisonous substances every six months or so. Throw the contents and containers away, but never into an open trash can. Flush them away when feasible.

6. Never give medicines in the dark. Double-check the labels.

7. Never ever leave discarded medicine where children or pets can reach them. Be concerned about other children who might be around your house. Protect the children of your household staff. And protect playmates.

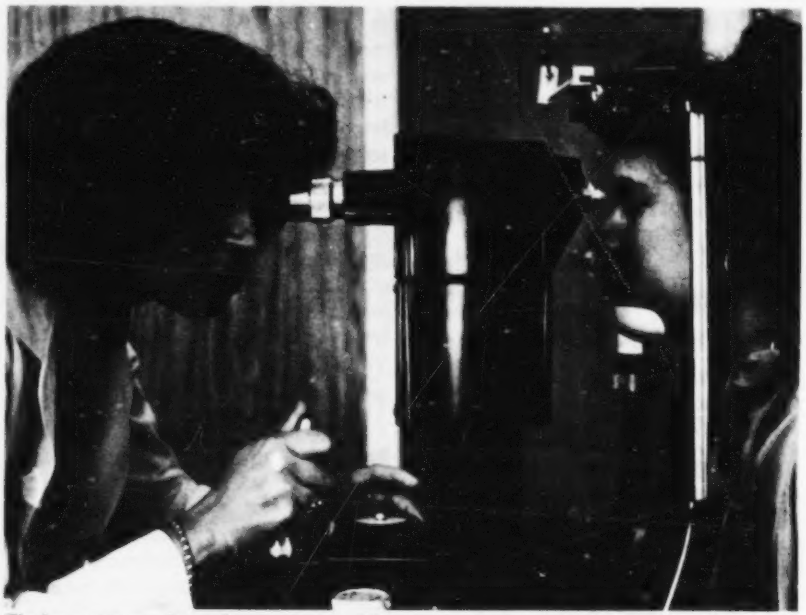
8. Go to another room if you must, but don't take medications in front of your child. Remember: children imitate.

9. Observe your child's development. When s/he stops crawling and starts walking, that's the time to move poisons to higher, safe places. Did you know that poisoning of children occurs most frequently in the kitchen? The bedroom and bathroom also contain worrisome hazards. Be sure to check these rooms.

10. Especially for overseas readers: Household help should *never* be permitted to give medications to your children. That is *your* responsibility.

11. Also for overeas families: Malaria suppressants are sometimes brightly colored and look like candy, but they are extremely dangerous. Four bright pink pills could kill a two-year-old. There is no antidote. Keep malaria suppressants and all other pills out of your children's reach. Do it now! Survey your household and make changes. Tomorrow is too late.

12. Another particular note of cau-



MEDICAL SERVICES—Technologist *Arnita D. Yates* tests *Cynthia Duncan*, a secretary in Medical Services, for glaucoma. Given free this year for the first time to State employees, a total of some 400 persons were scheduled to be examined. Additional tests will be scheduled in 1983.

tion for Foreign Service families: Be alert during moves to and from posts, when staying in hotels, and whenever you and your toddlers are traveling. Little fingers can easily open zippers, get into suitcase compartments and into purses. Medications must be handled with great care. ☐

Alcohol Awareness Program

Talking to teenagers: drinking and driving

The following was submitted to the magazine by the Department's Office of Medical Services.

The reports of teenage drinking and driving are increasing at an alarming rate. Nearly 8,000 young Americans are killed each year in accidents involving young people and alcohol. An additional 40,000 are disfigured. Your sons or daughters can be victims whether or not they themselves drink responsibly, to excess, or not at all. It is always possible that one of their friends or acquaintances who has been drinking will be behind the wheel, placing your children at risk of serious accident.

WHY DOES THIS PROBLEM EXIST?

We live in a mobile society. Teenagers are in and out of our cars all the time. Once they have a driver's license, the automobile becomes a means of establishing their own identity and maturity and a symbol of status, not primarily a mode of transportation as adults use it.

As youngsters grow in size and strength, they sometimes express themselves in more aggressive and impulsive ways. Because of this, the automobile, in most cases when youngsters are 16, frees them from restraints of the home by offering greater mobility, less supervision, greater peer acceptance and opportunities for dating they never had before. It also constitutes a serious danger— even more so when mixed with alcoholic drinks.

Many adolescents find the general acceptance of alcohol by society confusing and hypocritical, especially as it is more or less forbidden to them, by law or parental restriction. Even so, alcohol is not difficult for teenagers to come by. In contrast with adult use of alcohol for social or relaxational purposes, teenagers often use alcohol to find out how it affects them or because "there's nothing better to do." Now we learn that this experimentation with, and regular use of, alcohol is starting at earlier and earlier ages, promising a grim picture for the future unless something is done to stop it.

WHAT CAN BE DONE?

It is clear that methods which have been used to reduce drinking and driving among teenagers haven't worked very well. Horror stories of accidents, accompanied by pictures of crumpled cars and bloody, dismembered bodies seem to turn adolescents off, each one feeling "it won't happen to me." Restriction by parents on the use of cars or choice of friends have limited effect, since your son or daughter is pretty much on his own when the car leaves the driveway. However, there are some things that parents who care can do if they are willing to work at understanding the teenager's point of view and to look at themselves a bit more objectively.

THE ADOLESCENT'S POINT OF VIEW

Not all parents and teenagers have smooth relationships with each other. In fact, adolescence is a time of conflict for both children and parents. For adolescents, it is a time for trying out behaviors usually reserved for adults. By doing so, they learn what these behaviors are like and they are able to choose those which define their own place in life. They experiment with different life styles, choices of friends, relationships with the opposite sex, values often quite different from their parents'. Their need for experimentation is so strong that restrictions placed on them by parents are viewed as a lack of trust. They may feel this even when they know that some of their actions are wrong or dangerous. The result sometimes shows itself in rebellious, hostile behavior.

Teenagers also complain that at times they are expected to behave as adults in discharging certain responsibilities, yet at other times to remain dependent children when restricted from activities their parents think they are not ready for.

THE ADULTS' POINT OF VIEW

Parents, on the other hand, are torn between the desire to protect and control as they did when their teenagers were children, and the recognition that some of the controls must be relaxed as their children mature toward adulthood. When the teenager begins to drive, for example, it is the rare parent who does not fear a call telling him or her that the child has been in an accident. Just the same, parents usually don't prevent their children from driving cars. At the same time, wise parents engage their sons and daughters in discussions about driving, including values associated with the use of alcohol, expecially in relation to driving.

COMMUNICATION IS THE KEY

What it comes down to, then, is that a good part of the answer lies in communicating. Parents have to talk to their children and vice versa. About everything: sex, hitchhiking, shoplifting, drugs, driving habits and drinking. The earlier the better. But even if your son or daughter is well into the teens, it is not too late to start. Especially on topics that involve life and health, like drinking and driving.

No one should believe it is easy for people to communicate with others, particularly adults and teenagers. But because it is so difficult, especially for parents and teenagers, to talk about sensitive topics. Here are some facts about drinking and driving, and a few suggestions based on three premises:

1. Parents have both a legal and moral responsibility, as well as a desire, to protect the lives of their children.

2. As found in the nationwide survey of teenagers conducted for the National Highway Traffic Safety Administration, teenagers expect and want their

parents to talk about driving and drinking with them.

3. Each situation, each adolescent, and each set of parents is different, so no one set of rules fits every case. Parents must use judgment in deciding what approach will be most effective with their own children.

SOME FACTS ABOUT DRINKING

Having some hard facts about drinking and driving may be helpful in talking with your teenager about the subject. Just reading the following information together may help in getting over any initial awkwardness. In the recent nationwide survey mentioned earlier, it was found that 50 percent of all youngsters aged 15 to 19 said they had been in one or more situations in the past month where alcohol was present. What about these teenagers?

—Forty percent of them were girls, so girls are not much less involved than boys.

—Twenty-five percent were 15 years of age, or younger.

—These teenagers were as likely to do well in school and take part in out-of-school activities as those who didn't find themselves in situations where alcohol was present.

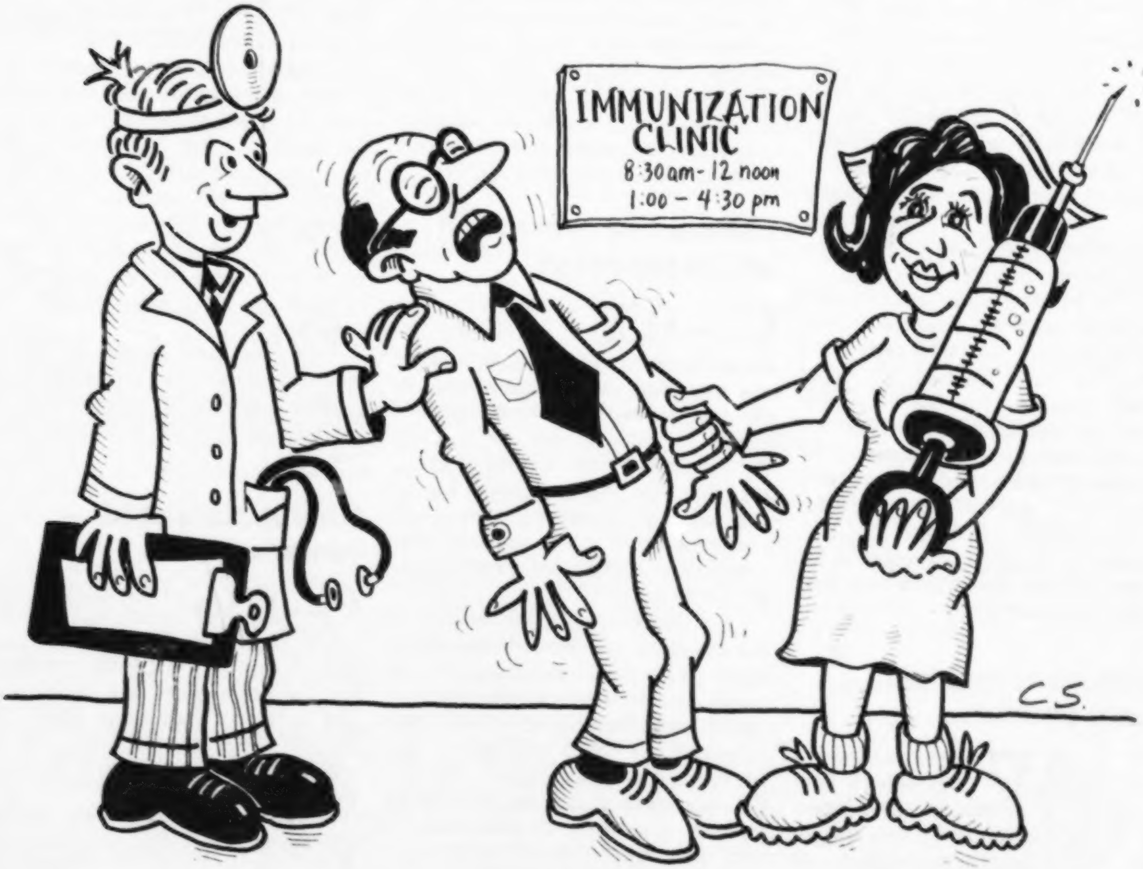
—Three out of five admitted to having been drunk one or more times in the past month.

—The group who had been in situations where alcohol was involved said it occurred in a variety of places, most frequently at a friend's home. Drinking also was said to take place at parks, beaches or other outdoor places; bars or restaurants; school functions; or drive-in movies. Much of the drinking even occurred in the teenagers' own homes.

(To be concluded in the April issue)

If you have a problem or think you might have a drinking problem, please call the administrator of the Alcohol Awareness Program, Department of State, Washington, D.C., telephone (202) 632-1843 or 632-8804. ■

"It's a tremendous medical breakthrough—one shot covers you for yellow fever, cholera, tetanus, diphtheria, hepatitis, mumps, measles, rubella, rabies, influenza, tuberculosis, encephalitis, plague, rift valley fever, and all kinds of other things, I think."



Grievance Actions

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE *editorial staff.*

Board disagrees with 'but for' proposition

G –002 –THE grievant, who retired from Agency A, contended that an evaluation report rendered by Agency B, where he had been assigned for a short period, was falsely prejudicial. He requested that the report be removed from his file. He also requested that he be brought back on the rolls of Agency A with career tenure, and that he be promoted two grades above the one he held at the time of his retirement.

The board concluded that the evaluation report was deficient in procedural as well as substantive respects. The flaws rendered the report invalid; therefore, the board ordered its removal from his file.

The other remedies requested by the grievant were denied because, on a review of the grievant's entire record, the board did not find that "but for" inclusion of the defective report in his file the grievant would have been tenured or promoted. □

Settlement reached, board concurs

G –037 –THE grievant had been denied conversion to a permanent appointment which would have entitled him to Foreign Service retirement benefits. At the time of denial, he was on secondment to an international organization under a statutory provision which allows Foreign Service employees to be assigned to international organizations with reemployment rights. In a previous grievance, he appealed the disapproval to the Foreign Service Grievance Board, which recommended a three-year extension of his appointment to make him eligible for conversion. The agency, however, terminated his appointment less than nine months after he left the international organization and returned to agency rolls, on the grounds that there was no position available in his specialty. While the present grievance was before the Foreign Service Grievance Board, the agency agreed to a settlement under which the grievant would be reinstated, converted to permanent status and retired under the Foreign Service retirement system. This settlement was submitted to the grievance board, which recommended to the head of agency implementation of the conditions contained in it. □

Retroactive promotion and resignation

G –038 – THE grievant complained that his performance file was incomplete, and contained improper comments at the time the two successive evaluation boards reviewed it and, as a result, they could not have accurately evaluated his file. As a remedy, he requested a retroactive promotion, expungement of low rankings for two years and the deletion of a review panel's comments.

At the opening of the hearing on the grievance, the parties requested a recess to discuss a settlement proposal made by the agency. The parties shortly thereafter signed a settlement agreement, in which the agency recommended to the Foreign Service Grievance Board that the grievant be granted a retroactive promotion. It was also agreed that the grievant would submit a letter of resignation from the Service and that, upon completion of the action contemplated in the settlement agreement, the grievance would stand withdrawn as settled in full.

The board accepted the promotion recommendation in the settlement agreement and so informed the head of the agency. The grievant's letter of resignation will be held by the board and released to the agency, in accordance with the agreement, when the board's recommendation for promotion has been carried out by the agency. □

Grievant's service is extended

G –044 –THE grievant received an appointment for a fixed term, during which he was eligible for conversion to a permanent appointment. He complained that the board reviewing his request for conversion was influenced in failing to recommend him by falsely prejudicial evaluation reports. While the complaint was before the grievance board, the agency reached a settlement with the grievant in which it agreed to the remedies he had requested.

On the basis of the settlement, the board directed an extension of the grievant's service, if necessary, to allow for a new review of his conversion request. □

'Unsubstantiated remarks' cited

G–536 –THE grievant contended that his evaluation report for the period as rendered in Post A was falsely prejudicial, had numerous errors and deficiencies, and contained statements which represent "libel and slander." He requested that the evaluation report be removed from his file.

The board noted that the two very favorable evaluations preceding the

FOREIGN SERVICE GRIEVANCE BOARD—At a recent session are, from left: *Robert Ables, Helen Witt, Harold Snell, Richard Bloch* (chairman), *Martha Burns, Rufus Smith, Rolf Valtin, Woodrow Leake, John McConnell, Elliot Bredhoff* (counsel), *Philip Dorman, Pratt Byrd* (rear).

contested one were reviewed by the same reviewing officer and that one was prepared by the same rating officer. Evalution reports that followed the contested one were also very good. The grievant had questioned whether his performance changed so radically as to warrant the highly critical evaluation report for the contested period.

The record indicated that there was friction between the grievant and the rating officer during the last few days of his service at Post A. The strained relationship between the two reached a peak as a result of the controversy that arose concerning the date of the grievant's departure from post. It was in this atmosphere that the report at issue was written. The post review panel was critical of the evaluation report and suggested an investigation.

The board found that a number of negative comments made by the rating officer were not supported by specific examples. It considered the introduction of unsubstantiated remarks in the report to be improper and unjust. Because of the substantive defects, as well as procedural ones that flawed the report, the board directed that the evaluation report be removed from the grievant's file. ■

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

Secretary Haig

"Europe at the Crossroads," Conference on Security and Cooperation in Europe (CSCE), Madrid, February 9 (Current Policy No. 367).

"Current International Developments," Senate Foreign Relations Committee, February 2 (Current Policy No. 365).

"Poland Has Not Perished," Solidarity Day rally, Chicago, January 30 (Current Policy No. 363).

"Poland and the Future of Europe," International Press Center, Brussels, January 12, incorporating the texts of President Reagan's statement of December 29, 1981, and the North Atlantic Council declaration of January 11, 1982 (Current policy No. 362).

Inter-American affairs

"Democracy and Security in the Caribbean Basin," Thomas O. Enders, assistant secretary for Inter-American affairs, Subcommittee on Western Hemisphere Affairs of Senate Foreign Relations Committee and Subcommittee on Inter-American Affairs of House Foreign Affairs Committee, February 1 and 2 (Current Policy No. 364).

"Cuba's Renewed Support for Violence in Latin America," State Department research paper presented to Subcommittee on Western Hemisphere Affairs of Senate Foreign Relations Committee, December 14 (Special Report No. 90).

East Asia

"U.S. Cooperation with Pakistan: Shared Security Interests," James L. Buckley, under secretary for security assistance, science and technology, and M. Peter McPherson, administrator, Agency for International Development, Senate Foreign Relations Committee, November 12 (Current Policy No. 347).

Europe

"Soviet and Soviet-Proxy Involvement in Poland: Chronology," July 1980–1981, with an appendix of Soviet statements on Poland, January (Special Report No. 94).

"Implementation of Helsinki Final Act: Eleventh Semiannual Report, June 1, 1981–November 30, 1981 (December 1981) (Special Report No. 89).

International economics

"U.S.-European Economic Relations," Robert D. Hormats, assistant secretary for economic and business affairs, Mid-America Committee, Chicago, December 16 (Current Policy No. 361).

"International Aspects of U.S. Economic Policy," Myer Rashish, under secretary for economic affairs, World Banking Conference, London, December 15 (Current Policy No. 360).

Background Notes

Andorra (12/18)
Liberia (12/81)
Nauru (12/81)
Senegal (12/81)
Index (1/82)

GIST

Afghanistan (2/82) □

Honors and Awards

MOGADISHU, Somalia—Embassy drivers receive safe-driving awards. From left: *Nur Hersi Hagi*, *Farah Mohamud Musse*, *Hassan Mohamed Saad*, Ambassador *Donald Petterson*, *Scerif Ahmed Maio*, *Ahmed Giumale Kair*. Not shown: Abdulcadir Omar Ahmed.

GENEVA—Administrative counselor *Walter L. Carter*, right, presents meritorious performance awards to national employees *Elsa Hallac* and *Renee Pfaeffli*. At left is personnel officer *David S. Mraz*.

TUNIS, Tunisia—*Ann I. Cyr* receives a meritorious step increase. At left is administrative counselor *Arthur B. Corte*. Regional security officer *Thomas M. Zopfi III* is at right.

PRETORIA, South Africa/Foreign Service national *Kenneth Makwati*, left, is presented a meritorious service increase by officer-in-charge *Philip R. Cook Jr.* ■

NIAMEY, Niger—Chargé *Peter R. Chaveas*, center, presents safe-driving awards to chauffeurs. From left, standing: *Mahamane Aboubacar, Amadou Boubacar, Daouda Harouna* (despatcher), *Tahirou Koriko, Kplogan Christophe, Josia Ogouale, Ahossi Celestin*. Front: *Medenou Michel, Salifou Assouma*.

Letters to the Editor

—(Continued from Page 1)

see the tree and officially dedicated it on December 15. That day, we received from Brandon Grove, our consul general in Jerusalem, the most appropriate and perfect symbol for our tree that was possible—a spectacular star, fashioned by hand in Bethlehem from Australian and Californian mother-of-pearl.

We send warm thanks to all for your time, efforts and response in sending such lovely and typical decorations from posts everywhere. We will continue the tradition, and those who sent contributions can be considered good-will charter members. We had so much fun and looked forward with such enthusiasm to the mail's arrival, and are sure that all of you can share at some time in the pleasure you afforded us during Christmas 1981. Thank you!

Sincerely,
MARIE D. BURKE □

'Tis teasing time

WASHINGTON

DEAR SIR:

The tedious Transfer Tremors topic taunted this troop to turn true talent to thoughts to tease the Tremorites. Try to top this tantilizing "T" torrent, Tremorites. Think this tendency toward touting T's threaten to trample Tremorites' turf? Time to tastefully terminate this "T" train.

Truly,
EARL FERGUSON
Consular Affairs □

Life in the Foreign Service

RECIFE, BRAZIL

DEAR SIR:

Some "Transfer Tremors":

I was almost transferred to Netherlands, but my wife feared the water would ROTT 'ER DAM teeth.

I was almost transferred to Morocco, but my job there was taken over by a RABAT.

I was almost transferred to Netherlands Antilles, but I was reluctant to take my pet pig to a post where they can't CURACAO.

Sincerely,
JEWELL FENZI□

Transfer Tremors . . . . .by ebp

I was almost transferred to PERU, but I asked Personnel to canceL. I'M Accustomed to a different type of job.

I was almost transferred to MADRID, but, as much as it causeS PAIN, I had to refuse.

I was almost transferred to LILONGWE, but they would not let me take my pet aniMAL, A WIred hair terrier.

Applause

GENEVA, SWITZERLAND

DEAR SIR:

In looking over the list of rating and reviewing officers commended by the 1981 selection boards for the quality of efficiency reports they prepared, I was pleased to focus on the names of many of my former colleagues who continue to display good judgment and industry in what I consider a major responsibility of managers in the Department. An officer who rates a subordinate is not only doing the job he's paid to do, but such appraisals serve to select the future assets of the Department and to identify the quality of our investment.

Congratulations to all of those who understand the meaning of their toil and who exercise their skill in measuring human values.

Yours faithfully,
ROGER A. PROVENCHER
FSO (retired) □

The trade winds' route

It is November and the sky is gray
With clouds. An errant breeze strays in the gloom.
It brings the wail from ships that leave the quay
And on my lips a taste of salt sea-spume.
As warm teardrop steals down onto my cheek,
As memories of friends in far-off lands
Would vie with mangoes, sheesham wood, and teak,
To carry me away to those fair strands.
To Rio de Janeiro, London, France,
Bangkok, Saigon, Africa, and Hong Kong,
Where dwell the folk of story-tale romance,
With palms, jangadas, or beside the klong.
My feet, alas, to city streets must cling.
My heart may fly the trade winds' route, and sing!

—MIGNON W. (MRS. G. P.) NEWTON □

Standing room lament

WASHINGTON

DEAR SIR:

I would like to convey my deepest apologies to all Open Forum members and supporters who were unable to squeeze into Room 1912 to hear famed historian Barbara Tuchman address the Open Forum on February 3. The Open Forum, as a voluntary organization, must take the rooms that are not booked for official purposes. Unfortunately, the Loy Henderson Conference Room and the Dean Acheson Auditorium became available only at the very last moment, and I felt it was unwise to try to move such a huge crowd to the opposite side of the building when the arrival of the President of Egypt was imminent.

I regret your lost opportunity to listen to this intellectually challenging woman, as I regret the discomfort of those who did manage to find an empty space inside the meeting room.

With luck, the Open Forum will be able to bring Mrs. Tuchman back sometime in the future for those who missed her. Meanwhile, thank you for showing so much interest in the programs of the Secretary's Open Forum.

Sincerely,
EILEEN M. HEAPHY, chairman ■

Education and Training

Schedule of courses at Foreign Service Institute

Program	*Apr.*	*May*	*June*	*Length of course*
Administrative training				
*Administrative CORE	26	24	14	3 weeks
General Services Operations	19	17	14	3 weeks
Personnel Laboratory	19	—	14	2 weeks
Budget and Financial Management	19	17	14	6 weeks
**Coping with Violence Abroad	19	3, 10, 17	—	2 days
**(Prerequisite before taking GSO, PER and B & F)*				
***(This course was available on a walk-in basis. It is now required that you pre-register.)*				
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedure	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Consular Employees' Professional Seminar	5	—	—	2 weeks
Economic and commercial training				
Information Systems Manager Training	—	—	7	3 weeks
Executive development				
Executive Performance Seminar	—	2	—	5 days
Supervisory Studies Seminar	—	16	6	5 days
Executive EEO Seminar	27	—	—	1 day
Political training				
Foreign Affairs Interdepartmental Seminar	—	—	28	2 weeks
Intelligence and Foreign Policy	—	—	7	1 week
Negotiation Art and Skills	—	10	—	5 days
Executive-Congressional Relations	26	—	—	1 week
Analytic Reporting Skills	5	—	28	2 weeks
Orientation				
Orientation Program for Foreign Service Officers	28	—	23	6½ weeks
Orientation Program for Foreign Service Personnel	—	3	28	5 days
The Departmental Officer Orientation Program	—	3	28	2 days
Foreign Service Secretarial Training	—	10	—	5 days
Departmental Clerical Orientation	12	24	14	4½ days
Clerical workshops				
*The Art of Dictation Workshop	—	—	25	4 hours
*The Art of Machine Transcription Workshop	—	—	25	4 hours
**Self-paced, instructor-monitored*				
Secretarial skills				
Management Skills Seminar for Secretaries	26	—	—	2½ days (off-site)
Human Relations and Secretarial Office Procedures	—	—	14	8 days
*Beginning and Intermediate Stenography (Steno Lab)	—	4	—	9 weeks
**Self-paced, instructor-monitored*				
Communication skills				
English and Communication Skills	—	18	—	6 weeks
Reading Development Skills I and II	12	—	—	20 hours
Fundamentals of Writing (for Government)	—	3	—	5 weeks
Speech and Oral Communication	6	—	—	6 weeks
Courses for managers				
Advanced Writing for Senior Managers	—	3	—	22 hours
Effective Writing for Managers	5	—	—	5 weeks

—*(Continued on next page)*

Workshops to be offered on analytic reporting skills

Three 10-day workshops entitled "Analytic Reporting Skills" are scheduled to be held on April 5–16, June 21–July 2, and July 26–August 6, at the Foreign Service Institute, in Rosslyn, at State Annex 3.

Intended for Foreign Service officers, the course will discuss modern techniques of political and economic analysis and their use in the Foreign Service.

Employees at FO–1 through 4, GS–15 through 9, and FP–1 through 4, and the military equivalent of those grades, are eligible to apply.

Preference will be given to employees in grades FO–3 and 4, or equivalent. Applications should be submitted to the registrar's office, Room 100, SA–3, by March 26 for the session beginning April 5; by June 11 for the session beginning June 21; and by July 16 for the session beginning July 26.

For more information, call the political training officer 235-8776, or contact your bureau training officer. ☐

Mid-level class graduates 52

The first mid-level officer course was graduated in a ceremony in the Benjamin Franklin Room on January 28. Acting Secretary Walter J. Stoessel and Under Secretary Richard T. Kennedy congratulated the 52 members of the class; director general Joan M. Clark delivered the keynote address. Earle Scarlett and Ernest J. Fischer of the graduating class also spoke.

Senator Claiborne Pell (D-R.I.), author of the section of the 1980 Foreign Service Act which created the Professional Development Program, was a guest. Chairman Clement Zablocki (D-Wisc.), House Foreign Affairs Committee; Chairman Charles Percy (R-Ill.), Senate Foreign Relations; and Chairman Dante Fascell (D-Fla.), House

Foreign Affairs Subcommittee on International Operations sent congratulatory messages.

The mid-level program (STATE, February) provides officers advanced training in their functional fields, management skills and instruction in other foreign affairs areas such as energy, science and technology and political-military affairs.

Members of the class are shown in the accompanying photo with others who participated in the ceremonies:

Left to right, first row (seated): *Charmaine Keyes; John R. Savage*, deputy coordinator; *William H. Mansfield*, coordinator; *John T. Sprott*, acting director, Foreign Service Institute; *Paul Boeker*, former director; *Joan Clark*, director general; Senator *Claiborne Pell;* Under Secretary *Richard Kennedy; J. Brian Atwood*, institute; *Sunetta L. Halliburton, Paul Larsen; Marianne Gustafson.*

Second row (seated only): *Margaret McMillion, Sharon Hurley, Sandra Gust, Kathleen Hodai, Donald S. Bryfogle, Mary J. Kosheleff, Michael Strachan, William Craft, Daniel Fantozzi, Lorraine Takahashi, Jonathan Bemis* (not visible), *Garren Smith, Gary Price, Kathleen M. Daley* (standing).

Third row (standing): *Alan Dahl, Edward Harkness, Patricia Kim, Carole Conyngham, John Bargeron, Frank Foulger, William J. Burke, Laurence Stanely, Charles Shapiro, Raymond R. Snider, Don Carlos Pierson, Robert Fitts, Judyt Mandel, Elanor Ridge, Earle Scarlett, James Overly.*

Fourth row (standing): *David Sciachitano, Michael Lemmon, Charles Cohen, Gary Couey, Richard Garrison, Wyatt Johnson, Donald C. Hunter, Richard T. Miler, Michael J. Senko, Clark Norton, Timothy Skud, Ernest J. Fischer, Michael Anderson, Emil Skodon, Roderick C. Mackler, William Krug.* ☐

—*(Continued from preceding page)*

Area studies and language training

Program	*Apr.*	*May*	*June*	*Length of course*
Area Studies				
Africa, Sub-Sahara	19	—	14	2 weeks
Western Europe	19	—	14	2 weeks
East Asia	19	—	14	2 weeks
Eastern Europe and USSR	19	—	14	2 weeks
Latin America	19	—	14	2 weeks
Near East and North Africa	19	—	14	2 weeks
South Asia	19	—	14	2 weeks
Southeast Asia	19	—	14	2 weeks
Overseas Briefing Center				
Two-Week Family Workshop	—	3	1	2 weeks
English Teaching Seminar	—	17	—	1 week
Community Skills Seminar	—	24	—	1 week
Going Overseas	21	1,19	5,16	1 day
Language and advanced area courses				
French	5	3	1, 28	20 weeks
German	5	—	1	20 weeks
Italian	5	—	1	20 weeks
Portuguese	5	—	1	24 weeks
Spanish	5	3	1, 28	20 weeks
Familiarization and short-term (FAST) courses				
Arabic, Peninsula (Hijazi and Gulf)	—	—	7	6 weeks
Chinese	—	—	28	6 weeks
French (Metrop.)	5	3	1, 28	10 weeks
French (Sub-Sah.)	5	3	1, 28	10 weeks
German	19	—	28	10 weeks
Indonesian/Malay	—	—	14	6 weeks
Italian	19	—	28	10 weeks
Japanese	—	10	—	6 weeks
Polish	—	—	28	6 weeks
Portuguese (L.A.)	19	—	28	10 weeks
Portuguese (Eur.)	19	—	28	10 weeks
Russian	—	24	—	6 weeks
Serbo-Croatian	—	24	—	6 weeks
Spanish (Eur.)	5	3	1	10 weeks
Spanish (L.A.)	5	3	1	10 weeks
Thai	—	—	14	6 weeks
Turkish	—	—	28	6 weeks ☐

Seminar for secretaries to be held in W. Va.

A seminar entitled "Management Skills for Secretaries" will be held in Berkeley Springs, W. Va., April 26–28. Offered by the Foreign Service Institute, the seminar is intended to help secretaries learn organization, management skills and human relations techniques, and, in addition, to identify their personal job strengths and goals.

The course is available to all Foreign Service secretaries, and to Civil Service secretaries at GS-7 and above. Applications on Form DS-755 must be sent to the Foreign Service Institute, Registrar's Office, Room 100, State Annex 3. In addition, supervisors must send a memo of endorsement to the institute's Communications and Clerical Skills Division, Room 5705, State Annex 15.

Transportation and accommodations will be arranged by the institute. For information, call 235-9404 or contact your bureau training officer. ■

Library Services

Location: Room 3239 New State

Collection: 750,000 volumes, 1,100 periodical titles.

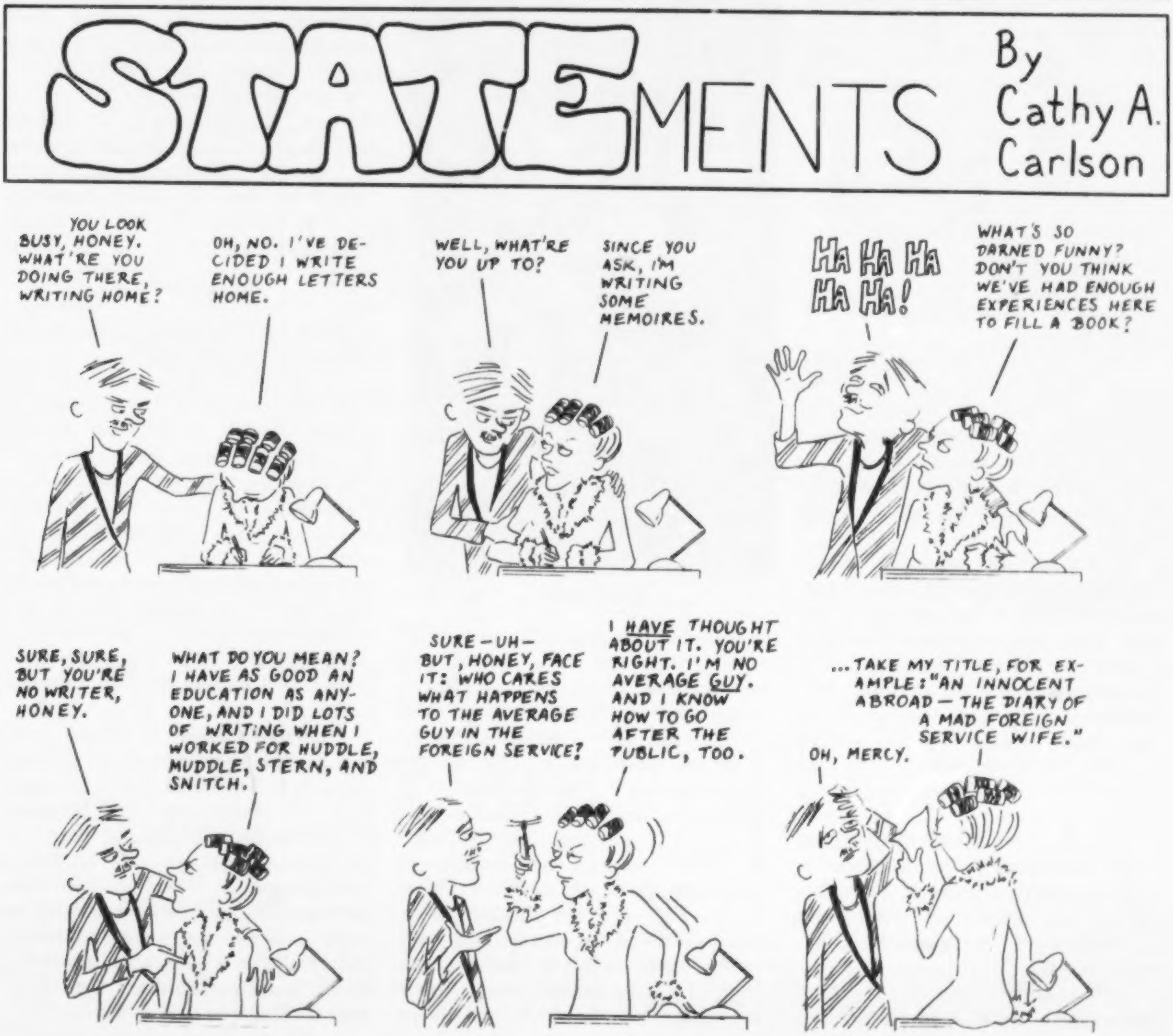
Services:

—Loan of books, periodicals, and government documents.

—Locating and borrowing items from other libraries.

—Assistance in finding information (legal, statistical, historical, biographical, etc.).

—Automated retrieval of information relating to foreign affairs.


STATEMENTS
By Cathy A. Carlson
YOU LOOK BUSY, HONEY. WHAT'RE YOU DOING THERE, WRITING HOME?
OH, NO. I'VE DECIDED I WRITE ENOUGH LETTERS HOME.
WELL, WHAT'RE YOU UP TO?
SINCE YOU ASK, I'M WRITING SOME MEMOIRES.
HA HA HA HA HA!
WHAT'S SO DARNED FUNNY? DON'T YOU THINK WE'VE HAD ENOUGH EXPERIENCES HERE TO FILL A BOOK?
SURE, SURE, BUT YOU'RE NO WRITER, HONEY.
WHAT DO YOU MEAN? I HAVE AS GOOD AN EDUCATION AS ANYONE, AND I DID LOTS OF WRITING WHEN I WORKED FOR HUDDLE, MUDDLE, STERN, AND SNITCH.
SURE—UH—BUT, HONEY, FACE IT: WHO CARES WHAT HAPPENS TO THE AVERAGE GUY IN THE FOREIGN SERVICE?
I HAVE THOUGHT ABOUT IT. YOU'RE RIGHT. I'M NO AVERAGE GUY. AND I KNOW HOW TO GO AFTER THE PUBLIC, TOO.
...TAKE MY TITLE, FOR EXAMPLE: "AN INNOCENT ABROAD—THE DIARY OF A MAD FOREIGN SERVICE WIFE."
OH, MERCY.

American Diplomacy 1782

A change of government

March 1782

By Jan K. Herman

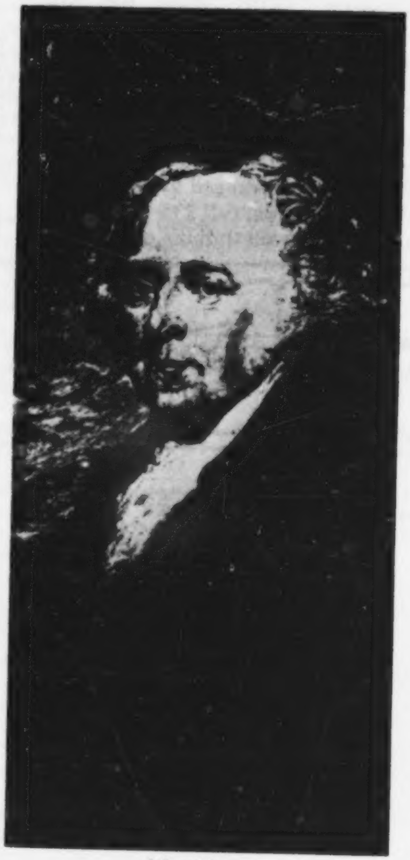
IN THE NETHERLANDS, John Adams enjoys belated success as their High Mightinesses, the States General, send word that now he may present his credentials as representative of the United States of America.

As Adams and his friends celebrate Dutch recognition, across the Channel in London, members of the British Parliament are moving rapidly toward throwing out the king's ministers and legislating an end to the American war. By the close of last month, the debit sheet mirrors the loss of 13 American colonies, several Caribbean islands and Minorca. As unpopular as the war has become, George III, until recently, is convinced that he can tough it out, and he even suggests that abdication could somehow work toward restoring England's lost dominions.

But not even a descent from the throne can bring back the status quo ante bellum, or even a stopgap situation favorable to England. There must be a change; Parliament and the people insist on it, and now even the stubborn Hanoverian must acknowledge reality.

Colonial Secretary George Germain is out. General Conway's resolution last month denouncing as enemies of the king and country all who attempt to carry on "offensive war in America" leads to the Enabling Act. Parliament authorizes George III to make peace, or at least to seek a truce with the rebellious colonies. "At last, the fatal day is come," admits the king himself.

On the 20th, Prime Minister Lord North announces his intention to resign and, shortly thereafter, he and his vilified and discredited government are swept away. The search for a successor begins.



John Adams

The king's choice is Lord Shelburne, a loyal supporter of his policies but pragmatic enough to realize that peace on terms favorable to England must be achieved. Shelburne accepts the post of secretary of state for colonial affairs but not that of prime minister, which goes to the marquess of Rockingham. If Shelburne entertains ideas about American independence, he says nothing about them to his cranky and seemingly paranoid monarch. What he does support is the plan that is being negotiated to settle the very thorny Irish problem. Ireland and England are to remain united under one king, but the Irish are to be granted their own legislative body. If such an idea can work for Ireland, perhaps a similar arrangement will enable America to remain in the empire.

That the British have become very serious about peace is evidenced by what Benjamin Franklin later calls "a small circumstance." The old diplomat's friend, Madame Brillon, has just wintered in Nice, where she met a very agreeable Englishman named Lord Cholmondeley. His interests, it would appear, parallel hers and Franklin's. The two should meet, she insists. On the 22nd, Franklin and Cholmondeley get together at Passy. "He told me that he knew Lord Shelburne had a great regard for me," recollects Franklin, "that he was sure his lordship would be pleased to hear from me, and that if I would write a line he should have a pleasure in carrying it."

(One of a series)

Franklin is unaware of the turmoil in London; a letter from his friend Hartley telling of North's downfall and the formation of a new ministry has not yet reached him. Franklin accepts Cholmondeley's offer and pens a note to Shelburne congratulating him "on the returning good disposition of your country in favor of America, which appears in the late resolutions of the Commons. I am persuaded it will have good effects. I hope it will tend to produce a general peace. . ."

Cholmondeley, delighted to act as a conduit between the two, delivers the note to Shelburne, a man no longer limited to merely expressing his views in Parliament. Franklin's note deserves an appropriate reply. Shelburne must present the Americans with some unmistakable gesture of goodwill, get talks underway and, even if American independence is inevitable, insure that peace is not purchased at a price too dear for England to pay. ■

Diplo-Crostic No. 14

By Carol Becker

Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 13" appeared in the January issue; the solution was in the February STATE.)

1Z	2W	3B	■	4T	5D	6I	7b	8I	9M	■	10P	11d	12I	13H	14K	■	15H	16N	17X
■	18W	19d	20G	21T	■	22F	23Z	24C	25L	■	26W	27b	■	28B	29J	30T	31d	■	32O
33G	■	34B	35I	36b	■	37T	38D	39Y	40d	41P	■	42L	43d	44A	■	45K	46U	47V	■
48C	49L	50O	■	51J	52C	53H	54K	55X	56b	57Z	■	58G	59Q	60Z	■	61W	62F	63I	64U
65a	66Y	■	67O	68V	■	69E	70D	71S	72K	73O	74H	75W	76A	■	77V	78U	79M	80I	81F
82H	■	83V	84b	85Q	■	86J	87I	88B	■	89S	90G	91A	■	92S	93B	94U	■	95W	96B
97J	98N	99S	100D	■	101I	102D	103Z	104Y	105S	106A	107H	108M	■	109S	110K	■	111Y	112R	113W
114B	115H	116P	■	117B	118C	119Q	■	120a	121R	122Y	■	123d	124N	125C	■	126E	127M	128Z	■
129W	130D	131I	132Y	■	133b	134Q	■	135F	136D	137R	138S	■	139V	140S	141J	142L	143E	■	144D
145T	146Y	■	147L	148K	149C	150G	■	151Y	■	152P	153B	154I	155V	156K	157H	158X	159N	160L	■
161B	162O	163A	■	164O	165R	166J	■	167C	■	168d	169R	170I	171J	172E	173Q	174E	175U	■	176Z
177L	178Q	179S	180V	181X	■	182Z	183I	184T	185Y	186A	187H	188W	■	189L	190I	■	191D	192H	193V
194b	195S	196N	197G	198I	199H	200E	■	201X	202Z	203P	204J	205b	■	206F	207S	■	208O	209N	210K
211Q	■	212Q	213S	■	214S	215Z	216b	217d	■	218B	219A	220a	221b	■	222W	223O	■	224a	225F
■	226G	227S	228J	229D	■	230L	231P	232W	■	233V	234M	235H	236Y	237E	238U	239O	■	■	■

DEFINITIONS	WORDS
A. Technophobe	91 163 76 106 186 44 219
B. Red blood cell	3 96 161 88 93 218 117 114 34 28 153
C. French painter (1684-1721)	125 167 48 149 52 24 118
D. "More fierce and more ____ far than empty tigers" (*Romeo and Juliet*, Act V)	38 102 5 70 136 100 130 144 229 191
E. Combined action or operation	172 126 174 69 237 143 200
F. Japanese straw mat	22 62 225 81 135 206
G. Where most people will meet you	150 197 90 33 226 20 58
H. A mixture used in weeding	157 192 15 53 199 235 74 82 13 107 187 115
I. Calonyction aculeatum	154 87 35 63 190 12 8 80 183 6 131 101 198 170
J. A set of directions for solving a problem	171 228 86 141 204 97 166 29 51
K. A sequence of events, esp. when imagined	14 156 72 54 45 210 148 110
L. "I found him wrapped in a tartan ____" (W. Scott)	142 177 230 49 25 42 189 147 160
M. Unusually; strangely	127 108 9 234 79
N. La-di-da; extreme	196 159 124 98 16 209

DEFINITIONS	WORDS
O. Relating man to his work	50 239 164 67 223 162 208 32 73
P. Colonize; populate	152 203 10 41 116 231
Q. Where many a housewife likes to go	134 85 212 178 59 211 173 119
R. "The very ____ of this ancient civilization" (Haggard, *Heart of the World*)	121 112 137 165 169
S. Continental drift	71 140 89 109 99 92 138 195 179 213 105 227 214 207
T. Bring to currency	145 4 37 30 21 184
U. "Out of this ____, danger, we pluck this flower, safety" (Henry IV, Pt. 1)	78 94 175 64 46 238
V. Hairlike	233 139 193 155 47 180 77 68 83
W. Ability to lift multiple warheads	18 2 113 222 95 61 75 26 188 129 232
X. Advantageous	17 201 55 158 181
Y. Stupid and confused	236 39 122 185 104 111 151 146 132 66
Z. Considerate	1 202 215 128 57 23 103 182 60 176
a. It is concerned with the peaceful uses of atomic energy (acronym)	224 120 65 220
b. Gardeners, as opposed to butlers	84 36 133 27 7 221 194 216 205 56
d. "Lulled with the sweet ____ of a Court" (Pope)	40 11 168 217 123 31 19 43

Personnel: Civil Service

Promotions

GM–15

Kulski, Isabel G., Intelligence and Research, Soviet Foreign Political Division

GS–3

Marks, Claudia G., Foreign Affairs Information Management Center, Acquisitions and Cataloging Branch

Warren III, Clarence A., Diplomatic Pouch and Courier Operations Division

GS–5

Alleva, Louis C., Public Affairs, Correspondence Management Division

Brown, Sharon A., Passport Services, Records Branch

Cooper, Tracy Y., Bureau of Personnel, Office of Performance Evaluation

Davis, Patricia L., Operations Center

Hawkins, Olivette M., Office of Supply, Transportation and Procurement, Transportation Management Branch

Holmes, Corlis A., Diplomatic Pouch and Courier Operations Division

Lindsay, Joylette, Office of the Comptroller, Payroll Division

Noaks, Shirley N., Foreign Affairs Data Processing Center, Publishing Division

O'Neill, Virginia E., Passport Office, Stamford

Padgett, Patricia L., Office of the Comptroller, Allotment Accounting Branch

Tortorici, Mary Kathleen, Office of Medical Services, Administrative Division

GS–6

McCormick, Eileen E., Office of Press Relations

Osborn, Ronald E., Office of the Comptroller, Foreign Payroll Branch

GS–7

Neary, Florence W., Passport Office, Seattle

GS–8

Johnson, Barbara A., Oceans and International Environmental and Scientific Affairs

McAdoo, Scott D., Office of the Comptroller, Allotment Accounting Branch

Thomas, Sylvia L., Office of the Comptroller, Special Accounts and Collections Branch

GS–9

Albamonte, Elena M., Public Affairs, Office of Public Communications

Benson, Margery C., Communications Center

Cook, Janis D., African Affairs

Fitzpatrick, Kathleen M., Intelligence and Research, Global Issues Staff

Gower, Linda G., International Narcotics Matters

Massie, Laverne B., Passport Services, Correspondence Branch

Oppenheim, Charles W., Visa Operations, Office of Field Support and Liaison

GS–11

Dauer, Elaine Jo., Information Systems Of-

FOREIGN SERVICE INSTITUTE—Graduates of clerical orientation course, seated, left to right: *Trina Bloxton, Lynn Crammer, Patricia Thomas, Constance Goodwin, Claudette Scarfo, Judith Woggon, Eunice Watson.* **Standing:** *Donna Garrett (faculty), Rob Irving, Shelly Coles, David Trevor, Loretta Roberts, William Stewart, Renee Cherry, Mary Catherine Kirk, Eugene Dacus, John Weirick* **(training officer).**

fice, System Design and Programming Division

GS–13

Shaloff, Stanley, Public Affairs, Office of the Historian

GS–15

McLeod, Mary Elizabeth, Office of the Assistant Legal Adviser, Oceans and International Environmental and Scientific Affairs

New Appointments

Atkins, Katherine H., Office of the Inspector General, Coordination and Review Staff
Cooper, John Sherman, U.S. Mission to the United Nations
Emmert, Deborah L., Foreign Service Institute
Hill, Yvette R., Executive Secretariat
Heet, Miriam, Politico-Military Affairs
Nenno, William C., Classification/Declassification Center
Weldon, Stefanie G., Office of Equal Employment Opportunity and Civil Rights

Reassignments

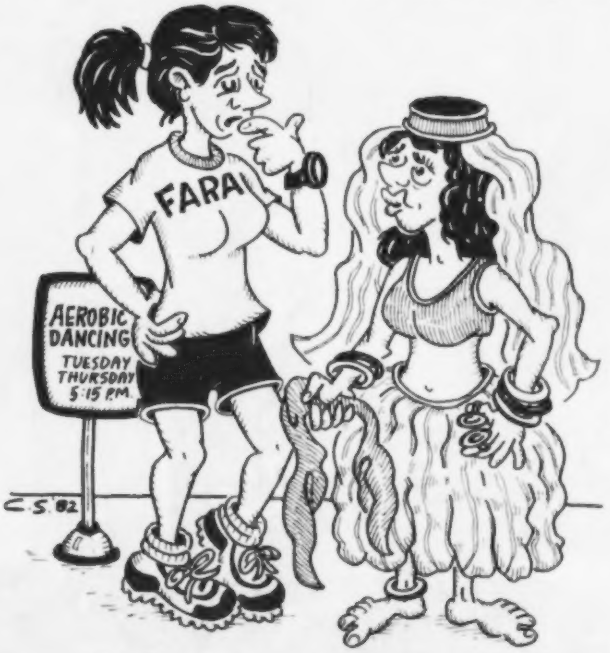
Ellertson, Margaret J., Mexican Affairs to Office of the U.S. Permanent Representative to the Organization of American States
Elliott, Richard S., Oceans and International Environmental and Scientific Affairs, legal adviser to Economic and Business Affairs, legal adviser
Fisher, Angela Irene, Passport Office, Washington to Visa Operations
Garcia, Marlene, Carribean Affairs to Southern Cone Affairs
Haynes, Susan, Office of the Comptroller, Payroll and Retirement Accounts Division to Office of the Comptroller, General Claims
Lathram, Layne C., European Affairs, Security and Political Affairs to Soviet Union Affairs
Mason, Vernet W., Office of Security, Applicant Branch to Office of Security, Employee Security Branch
McDonald, Janet M., Executive Secretariat to Office of Human Rights
Miller, Patricia A., Foreign Service Institute to Politico-Military Affairs
Sanders, Harry L., Foreign Affairs Information Management Center, Composition and Text Management Branch to Foreign Affairs Information Management Center, Printing Services Branch
Sarkis, Saadia E., Office of the Assistant Legal Adviser, Near Eastern and South Asian Affairs to Office of the Assistant Legal Adviser, Inter-American Affairs
Sturdivant, Helena V., Economic and Business Affairs, Aviation Programs and Policy Division to Centeral European Affairs
Vanderlyke, Joan L., Office of the Assistant Legal Adviser, Inter-American Affairs to Office of the Assistant Legal Adviser, Near Eastern and South Asian Affairs
Williams, Teresa Elizabeth, Visa Operations, Office of Public and Diplomatic Liaison to Visa Operations, Office of Field Support and Liaison

Resignations

Ader, Grace Ida, Passport Office, Seattle
Anteblian, Margaret S., U.S. Mission to the United Nations
Brazil, Marc Stephen, Office of the Deputy Secretary
Brunelle, Stephen A., Foreign Affairs Information Management Center, Information Access and Services Division
Crozzoli, Gina M., European Affairs
Dudley, Karen Teresa, Passport Office, Washington
Dunmore, Gregory Charles, Bureau of Personnel, Office of Management
Holnkes, Mary Elizabeth, Office of the Deputy Assistant Secretary for Environment, Health and Natural Resources
Iskenderian, Mary E., Economic and Business Affairs
Nosenzo, Louis V.N., Office of the Deputy Assistant Secretary for Nuclear Energy and Energy Technology Affairs
Pape, Mark B., International Joint Commission
Rodgers, David A., Bureau of Personnel, Office of Recruitment, Examination and Employment
Spivey, Carla N., Office of Environment and Health
Thomas, Garnett L., Office of Communications, Planning and Engineering Division

Retirements

Denham, M. Elizabeth, Executive Secretariat
Donahue, Lucille A., Passport Office, Washington
Khajenouri, Fereidoun F., Foreign Service Institute
Norde, Estelle L., Despatch Agency, New York
Smith Jr., Joseph L., Office of the Secretary, Information Management Section ■



"But I thought they said 'Arabic' dance class!"

Personnel: Foreign Service

New Appointments

Johnson, Patricia, Caracas
Matthews, Elzina, Tijuana
Ramirez, Luz Maria, Caracas
Saito Jr., Michael, Office of Communications
Shea, Elizabeth Mary, Nassau
Tebb, Evangelyn M., Caracas

Transfers

Allen, Robert N., Intelligence and Research to Panama
Appel, Dolores V., Guatemala to Lima
Barkley, Richard C., Oslo to Bonn
Baum, Harold C.M., Madrid to Foreign Service Institute, University Training
Benesch, Anthony, Morocco to Alexandria
Bohlmann, Karl E., San Jose to Guatemala
Brennan, Martin G., Upper Volta to Foreign Service Institute, Language Training
Brown, Terrezane, Foreign Service Institute, University Training to Montreal
Campbell, Joyce T., U.S. Mission to Geneva to Nairobi
De La Pena, Miguel, Commerce Department to Lima
Dorsey, Patricia A., Cotonou to Warsaw
Elliott, Mary A., African Affairs to Kinshasa
Faizone, James R., Argentina to NATO
Filakovsky, John F., Berlin to Tokyo
Garcia, Enrique J.V., Office of Communications, Maintenance and Logistics Division to Brussels
Gerwe, Gretchen A., Islamabad to Politico-Military Affairs
Gundersen-Bryden, Britta, Kingston to Calgary
Hartnett Jr., Lawrence A., Nicosia to Belgrade
Hayes, Linda A., Islamabad to Eastern European Affairs
Haynes, Mary K., Kingston to Inter-American Affairs
Henderson Jr., Hale S., Bonn to Paris
Hicks, Linda J., Manila to Office of Communications
Jenkins, Frances M., Nassau to London
Kennell, Lonnie L., Athens to Office of Communications
Ledogar, Stephen J., Bureau of Personnel to Brussels/NATO
May, Drew Stephen, Italy to Pacific Island Affairs
McDermott, John E., Office of Communications to Monrovia
McDermott, Margaret M., Near Eastern and South Asian Affairs to Organization for Economic Cooperation and Development, Paris
McGill, Gene M., Jordan to Baghdad
Munro, Lawrence I., Guatemala to Bombay
Nelson, David D., Merida to Montevideo
Newton, Anthony C., Praia to Intelligence and Research, Office of Analysis for Central-Southern Africa
Nordholm, Lane A., Inter-American Affairs to Havana
Oslowski, Ronald S., Lagos to Stockholm

SANTO DOMINGO, Dominican Republic—At retirement ceremony for Foreign Service national *Rupert Russell*, from left: *Charles B. Angulo*, assistant general services officer; *E. Lloyd Davis*, administrative counselor; *Agustin Severino*, shipping and customs supervisor; *Maria Teresa de Jimenez*, personnel manager; Ambassador *Robert L. Yost;* Mr. Russell; *Isabel de Russell; Michael Billick*, general services officer; *John D. Blacken*, deputy chief of mission.

ROME—Administrative officer *Joseph D. Stafford III*, left, receives Meritorious Honor Award from Ambassador *Maxwell M. Rabb* for his work in Palermo on remodeling the consular section. At right is *Robert R. Blackburn*, counselor of administration.

Pack, Vickie Huss, Zaire to Communications Center
Page, Brian G., East Asian and Pacific Affairs to Guangzhou
Parton, Kenneth E., Japan to Berlin
Pelletreau, Nancy Leslie, Manila to Bombay
Porpotage, Dora J., Foreign Service Career Development and Assignments, European Division to Rangoon
Preslaski, Mary E., Sanaa to Mexico
Read, Edna M., Bangkok to East Asian and Pacific Affairs
Ricciuti, Nicholas James, Seville to Kuwait
Roush, Ruth Ann, Rabat to Near Eastern and South Asian Affairs
Scheid, Carl P., Inter-American Affairs to San Salvador
Schenk, Mary Ann, Belgrade to Cairo
Sparkman, Mark S., African Affairs to Salisbury
Sykes, Kenneth Edward, Office of Security, Washington Field Office to Guatemala
Tousignant, Alan R., Cameroon to Douala
Wetherbee, Harry L., Near Eastern and South Asian Affairs to New Delhi
White Jr., Robert W., Karachi to Office of Communications
Williams, Ann, Inter-American Affairs to Mexico
Woodward Jr., Charles B., European Affairs to Casablanca
Yancl, Joseph Thomas, African Affairs to Valletta

Resignations

Davis, Bruce T., Brussels
Emerton, Robert J., Mexico
Garcia, Lidya I., Mexico
Greenwald, Liliana M., Mexico
Hanrahan, Laurence A., East Asian and Pacific Affairs
Hillas, Barbara A., Mexico
Lope De Haro, Louis, Mexico
Martinez, Marisol, Mexico
Roberts, Janet L., Caracas
Soto, Mary G., Mexico

Retirements

Bookhardt, Patricia Lee, Monterrey
Chisholm, Gertrude E., Communications Center
Deornellas, John L., Politico-Military Affairs, Arms Licensing Division
Diaciullo, John, European Affairs
Fitzsimmons, Mary A., London
Hoffman, Charles O., Office of Communications, Security Division
McCarthy, James L., La Paz
McIntyre, John Michael, Rio de Janeiro
Pelland, Alfred J., London
Pohl, Edward B., Niamey
Pohl, Joy L., Niamey
Ruffin, Zelma N., Diplomatic Pouch and Courier Opeations Division
Searing, Richard C., Bureau of Personnel
Townsend, Lewis R., Inter-American Affairs
Wright, William A., Intelligence and Research, Office of Intelligence Support □

Supplementary statistics on '81 Foreign Service promotions

THE FOLLOWING analysis of 1981 Foreign Service promotions was prepared by the Office of Performance Evaluation. It gives the average time-in-class and length of service of employees eligible for promotion, and of those promoted, by class and occupational category. This information supplements the summary of promotions in the December STATE, and is presented in the same format.

As with the promotion summary, no comparison with prior years' data has been included because the 1981 data have been organized differently and are more detailed than in the past.

Data for previous years were published in the February 1981 and March 1980 issues. The data are held to be most useful for those classes having relatively numerous population groups in competition for promotion opportunities. The data have little significance, according to the Office of Performance Evaluation, for competition groups with relatively small numbers or very limited promotional opportunities. Class averages are given for those groups subject to classwide competition. All data are in years.

While the office recognizes that employees often look at average age as a benchmark for comparing promotion progress, average age statistics were not computed this year, the office said, as age, by regulation, is inadmissible in evaluation reports, and may not be considered by selection boards in reaching their recommendations.

Primary skill code	Time-in-Class		Length of Service	
	Eligibles	Promotees	Eligibles	Promotees
FEMC to FECM (classwide competition of all eligible officers)				
Prog. dir.	6.3	6.5	26.2	26.9
Admin.	3.1	—	21.8	—
Cons.	4.7	—	32.7	—
Econ.	4.9	—	25.9	—
Pol.	5.0	—	26.6	—
Specialists	3.9	—	12.4	—
CLASS AVERAGE	6.0	6.5	25.9	26.9
Generalists				
FEOC to FEMC (classwide competition)				
Prog. dir.	4.7	3.7	22.5	22.2
Admin.	3.4	2.6	21.0	19.7
Cons.	3.4	2.0	24.5	26.6
Econ.	4.2	3.2	23.0	21.5
Pol.	4.0	3.4	22.9	21.0
CLASS AVERAGE	4.1	3.2	22.7	21.3
FS–1 to FEOC (competition classwide and by cone: eligibles include only those requesting threshold review)				
Prog. dir.	6.9	6.6	21.6	20.6
Admin.	4.1	5.6	18.1	18.8
Cons.	4.4	3.8	21.2	19.3
Econ.	4.9	5.0	20.6	18.9
Pol.	4.9	5.5	20.4	19.3
CLASS AVERAGE	4.8	5.5	20.2	19.3
FS–2 to FS–1 (competition by cone, except FP members in administrative subfunctions who were considered separately by subfunction)				
Admin.	4.4	4.9	16.5	14.8
Cons.	4.2	5.4	16.2	17.0
Econ.	5.0	6.3	14.5	15.1
Pol.	5.3	5.7	15.7	16.4
B&F	3.9	2.5	12.0	13.4
GSO	3.9	3.2	14.3	14.0
PER	2.2	2.0	22.9	18.9
FS–3 to FS–2 (competition as in FS–2 to FS–1)				
Admin.	3.7	4.8	11.5	11.9
Cons.	3.7	4.3	12.1	12.4
Econ.	2.9	3.7	7.8	8.5
Pol.	3.6	4.1	8.2	8.3
B&F	2.5	2.4	13.1	3.9
GSO	3.8	3.8	15.5	15.2
PER	3.2	2.3	14.6	10.2
FS–4 to FS–3 (tenured junior officers competed classwide; other FP generalists competed by cone or administrative subfunction)				
Tenured junior officers				
Admin.	2.8	2.7	5.5	5.3
Cons.	2.8	2.8	5.4	5.6
Econ.	2.7	2.8	4.9	4.9
Pol.	2.9	3.1	5.4	5.6
CLASS AVERAGE	2.8	2.8	5.3	5.4
Members not in J.O. Program				
Admin.	3.5	3.7	11.8	12.1
Cons.	4.0	3.9	16.4	15.9
B&F	3.1	4.3	16.3	17.1
GSO	2.9	2.9	10.9	11.5
PER	3.1	3.3	18.7	21.2
Specialists *(competition by occupational category)*				
FEOC to FEMC				
B&F	3.7	—	6.7	—
Com. off.	3.3	—	28.8	—
Sy. off.	3.5	3.1	15.6	15.5
Sy. eng.	4.6	—	19.1	—
Auditor	2.0	—	2.0	—
FBO off.	2.3	—	6.1	—
Med. off.	3.4	5.1	7.1	8.9
Psych.	2.5	—	3.7	—
Sci. off.	4.8	—	8.8	—
Narc. off.	3.7	—	3.7	—
FS–1 to FEOC (eligibles include only those requesting threshold review)				
Com. off	3.2	2.8	22.7	15.4
Courier	13.7	—	30.0	—
Sy. off.	4.5	4.4	12.5	10.6
Sy. eng.	3.1	—	16.6	—
FBO off.	4.5	3.1	13.1	20.3
Med. off.	2.9	3.8	2.9	3.8
Sci. off.	4.0	4.0	4.0	4.0
Narc. off.	2.9	—	3.7	—
FS–2 to FS–1				
Com. off.	5.9	3.7	23.4	22.3
CBO	6.4	—	14.7	—
Courier	14.8	—	26.8	—
Sy. off.	3.7	3.9	10.3	10.1
Sy. eng.	3.8	—	9.9	—
Auditor	2.1	2.7	2.1	2.7
Nurse	7.3	—	18.1	—
Sci. off.	1.7	1.7	6.4	6.4
Narc. off.	3.5	—	12.3	—
FS–3 to FS–2				
Com. off.	5.2	4.7	19.7	18.4
CBO	5.9	10.1	14.3	15.9
Courier	3.6	—	16.6	—
Sy. off.	2.4	2.5	6.5	6.5
Sy. eng.	2.6	2.3	5.7	5.6
Med. tech.	4.6	—	16.2	—
Nurse	5.9	—	13.0	—
Sci. off.	2.0	—	8.3	—
Secy.	7.7	—	27.6	—
FS–4 to FS–3				
Com. off.	4.9	5.1	20.0	17.6
CBO	3.1	5.2	7.7	11.1
Courier	6.6	—	19.7	—
Sy. off.	2.0	2.0	4.7	4.8
Sy. eng.	2.2	2.2	2.2	2.2
FBO off.	2.2	2.2	2.2	2.2
Med. tech.	2.1	2.2	3.9	4.6

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Primary skill code	Time-in-Class Eligibles	Time-in-Class Promotees	Length of Service Eligibles	Length of Service Promotees
Nurse	3.8	3.7	9.5	7.9
Secy.	6.6	—	22.9	—
FS–5 to FS–4				
Com. off.	4.3	4.3	17.0	16.0
Courier	6.2	—	14.7	—
Secy.	5.3	6.3	18.3	17.9
FS–6 to FS–5				
Com. off.	3.2	3.6	10.2	8.6
Courier	4.6	—	14.7	—
Secy.	5.0	4.4	13.6	11.9
FS–7 to FS–6				
Com. off.	2.9	2.6	6.6	6.0
Secy.	4.1	4.0	8.0	7.8
FS–8 to FS–7				
Secy.	2.2	2.2	4.6	5.4

FS–5 to FS–4				
Com. off.	4.3	4.3	17.0	16.0
Courier	6.2	—	14.7	—
Secy.	5.3	6.3	18.3	17.9
FS–6 to FS–5				
Com. off.	3.2	3.6	10.2	8.6
Courier	4.6	—	14.7	—
Secy.	5.0	4.4	13.6	11.9
FS–7 to FS–6				
Com. off.	2.9	2.6	6.6	6.0
Secy.	4.1	4.0	8.0	7.8
FS–8 to FS–7				
Secy.	2.2	2.2	4.6	5.4 ■

PARIS—The U.S. ambassador to the Organization for Economic Cooperation and Development, *Abraham Katz*, right, presents safe-driving awards to mission chauffeurs, left to right, *Michel Colombo, Maurice Biojou*, and *Claude Violette*.

FOREIGN SERVICE INSTITUTE—Graduates of the Foreign Service secretarial training program, from left: *Sue A. Manville, Colleen Samson, Libby Whiting, Jan Sittel, Suzanne Davis, Cheryl Jornigan, Kay Angell, Carolyn Lucas, Mary Walsh, Patricia Collins.* Standing: *Manuel Valdez* and *Donna Garrett*, faculty.

Bureau Notes

Secretary's Office

SECRETARY'S OFFICE—Correspondence officer *M. Elizabeth Denham*, retiring after 40 years of Government service, gets a plaque from *Secretary Haig*.

SECRETARY HAIG traveled to Syracuse, N.Y., January 22, to attend the inauguration of the new president of Le Moyne College. Accompanying him were MRS. HAIG; KATHERINE BACKUS, special assistant to the secretary; and LINDA WESLAR, staff assistant. From January 24 to January 29, the Secretary met with Soviet Foreign Minister ANDREY A. GROMYKO in Geneva and held bilateral consultations in Tel Aviv and Cairo. Traveling with the Secretary were SHERWOOD GOLDBERG, executive assistant to the Secretary; E. ANTHONY WAYNE and KEITH SCHUETTE, special assistants to the Secretary; LORA SIMKUS, personal assistant to the Secretary; JOYCE NESMITH, confidential assistant to the executive assistant; ELIZABETH GASTON, secretary, Office of the Secretary; CLAYTON McMANAWAY, deputy executive secretary; GEORGE TWOHIE, executive director, Executive Secretariat; JOSIAH ROSENBLATT, JAMES B. LANE, ERIC EDELMAN and WILLIAM McCAHILL, staff officers, Secretariat Staff; BETTE NEIL, SHARON OHTA, BARBARA HAMBRICK and KATHY McGUIGAN, secretaries, Secretariat Staff.

The Secretary addressed the Polish-American Solidarity Rally in the International Amphitheater in Chicago, January 30. Accompanying the Secretary were Mr. Goldberg and POWELL MOORE, assistant secretary for congressional relations. From February 7–13, Secretary Haig traveled to Madrid to attend the Conference on Security and Cooperation in Europe. He then went on to Lisbon, Marrakech and Bucharest to hold consultations with government officials. Accompanying him were Mrs. Haig; Mr. Goldberg; Mr. Wayne; Mr. Schuette; MICHAEL KLOSSON, special assistant to the Secretary; Ms. Simkus; Ms. Nesmith; Ms. Gaston; ALVIN ADAMS, deputy executive secretary; WAT T. CLUVERIUS, political adviser, Office of the Special Middle East Peace Negotiator; Mr. Twohie; Mr. Rosenblatt; Mr. McCahill; Mr. Lane; WILLIAM MONTGOMERY and NANCY DeGUMBIA, staff officers, Secretariat Staff; BETTE NEIL; Ms. McGuigan; MARIE MORRIS, MILDRED ENGRAM and SUSAN WILLIAMS, secretaries, Secretariat Staff.

The country reports on human rights practices for 1981 were presented by the Bureau of Human Rights and Humanitarian Affairs to the House Foreign Affairs Committee January 29. The Committee released the reports in published form February 8. Assistant Secretary ELLIOT ABRAMS addressed the annual meeting of the UN Human Rights Commission in Geneva, February 1. Mr. Abrams testified before the Senate Foreign Relations Committee certification hearings on El Salvador February 8. Later in February he addressed the Council on Foreign Relations in New York.

MELVYN LEVITSKY has assumed the position of acting senior deputy assistant secretary for human rights. ELEANOR RIDGE has joined the bureau and has assumed responsibilities for international organizations and the international committee of the Red Cross. GARY PRICE has been assigned to the bureau as regional officer for East Asian affairs. PAULA KUZMICH has transferred to the bureau as public affairs adviser. KAREN SMITH has also transferred to the bureau, as personal assistant to Mr. Abrams.

THERESA TULL, director, human rights and humanitarian affairs, participated in a foreign affairs series on WBRA–TV, Roanoke, Va., and was a participant on the Harvey Hudson Show on a Richmond radio station in January. She also participated in the annual meeting of the UN Human Rights Commission in Geneva, February 1–March 17.

Acting deputy assistant secretary PETER SARROS, on January 12, briefed a group of 25 students from eight universities on the Administration's human rights policy. Public affairs officer JUDY JAMISON has returned to the International Communications Agency.

RENEE JOYNER has also left. JOSEPH ALEXANDER JR., ALEX McLENDON and DEBRA INGRAM have joined the Office of Information Management. ☐

OFFICE OF PROTOCOL

Ambassador LEONORE ANNENBERG submitted her resignation as chief of protocol, effective January 1. THOMAS NASSIF has assumed the duties of acting chief. Assisting with the visit of President HOSNI MUBARAK of Egypt were Mr. Nassif, LOUISE WARD, RUTH LEWIS, WILLIAM CARTER, WILLIS PARROTTE, ROBERT CARTER, IRIA MAHASITILAB, LUCILLE SMITH, AUGUSTINHA DOS SANTOS, JUDY McLENNAN, CAROL SOMERVILLE, BUNNY MURDOCK, EUGENE LEWIS, CATHY GERARDI, GAHL BOTHE, CONNIE CONNOR, MARTY COYNE, LINDA DEWAN, SANDI ROOT, JAMES PAYNE, MARY MASSERINI and PATRICK DALY.

Mr. Coyne escorted a presidential delegation headed by Senator JESSE HELMS (R.–N.C.) to Honduras for the inauguration of President ROBERTO SUAZO CORDOVA. Newly arrived ambassadors from Greece, Mauritius, Guyana and Bolivia presented their credentials to President RONALD REAGAN on February 5. They were assisted by RICHARD GOOKIN, JOHN MURTHA, RODNEY RAWDING, Ms. Gerardi, JANIE GUILBAULD, Ms. Connor and JUDY KNOWLES. New personnel reporting to

Protocol were TINA UTZ, in the Ceremonials Division, and ELIZABETH SEGARS in the Office of the Chief. □

Administration

OFFICE OF COMMUNICATIONS

On January 4, JAMES J. CASEY assumed the position of chief of networks, replacing GRAHAM LOBB who retired in December. DANIEL ULLRICH, former communications programs officer at Embassy Moscow, assumed his new duties as the office's coordinator for communications support for the Secretary's travels and for other visits of important persons. On January 12, JOHN CHANNEL, after nearly 20 years of travel as a diplomatic courier, became the new chief of the Pouch Branch, Diplomatic Pouch and Courier Operations Division.

A new employee in the Planning and Engineering Division is RICHARD E. HUMPHREY, an engineer formerly with the Internal Revenue Service. ROBERT WOOD WHITE Jr. recently returned to the division from an overseas assignment in Karachi. Departing the division for assignments overseas were EDWARD and BRENDA FERRY to Manila, and DUNCAN McGILL to London. GUY BLOUNT, recently transferred from Embassy Mexico, reported for duty in the Maintenance and Logistics Division.

The following personnel were in the office on consultation recently: JOSEPH YANCI, Valletta; WILLIAM MILLS, Asuncion; GARRY BOBBITT, Seoul; ALVIN THOMAS, Kuwait; KENNETH PARTON, communications rover based at the U.S. mission, Berlin; EUGENE SOUCY, Bonn; and RODOLFO KIEL, Brussels. Personnel who completed courses in the Training Division included CHRISTOPHER BARRETT, Dar es Salaam; RICHARD EMOND, Brussels; WILFRIDO IRIZARRI, Bangkok; DOROTHY TARBY, Rome; ALAN PATERSON, Lilongwe; ROBERT AUGUSTINE, Prague; MERLE BREWER: Monrovia; and LAFAYETTE GREENFIELD, SAMUEL REVAK and GRACE VOWELS of the Communications Center Division. □

OFFICE OF SECURITY

On January 11–15, BRUCE TULLY, Education and Training Staff, conducted a defensive driver training class for chauffeurs for the director of AID and the U.S. mission to United Nations. The regional security officer course, which began on January 25, was to continue through March 4. In February, a computer security course and supervisory agent course were conducted. During January 18–February 5, DARLINE KNOWLES attended the human relations and secretarial office procedures workshop.

EVAN DEWIRE, KIM GALLANT and CARON McCONNON, from the Freedom of Information and Privacy Acts Staff, attended a slide presentation by the Federal Bureau of Investigation, in the Department January 29. The subject was the "mosaic effect" in releasing portions of documents under information access legislation. WILLIAM LARSON began French language studies at the Foreign Service Institute February 8, in preparation for his onward assignment as regional security officer in Geneva.

ROBERT NUERNBERGER and RICHARD WATTS from the Command Center are attending the regional security officer course which began January 25. DENNIS PLUCHINSKY, Threat Analysis Group, was a guest speaker on international terrorism at a seminar on "terrorism and urban guerrilla warfare" at the John F. Kennedy School of Government, Harvard, in Cambridge, Mass. He also spoke to the Foreign Service Institute's Western Europe area studies course on "terrorism in Western Europe" February 1, and participated in a four-day debriefing of Brigadier General JAMES DOZIER, who was rescued in Italy from Red Brigades' captivity in January. JOAN LOMBARDI attended the computer security section of the regional security officer course, February 1–4, and briefed the

OFFICE OF COMMUNICATIONS—Graduation certificates are presented to, from left, *Robert C. Augustine*, Prague, and *Merle D. Brewer*, Monrovia, participants in the first course in limited telephone maintenance. From center are *Kenneth C. Hubbard*, instructor; *Paul Del Giudice*, division chief; *Donald L. Woellert*, technical training branch chief.

supervisory agents' course on the computer systems housed in the Command Center. WALTER SARGENT attended the Education and Training Staff's supervisory agents' course February 1–5. BETH RENWICK, Threat Analysis Group, addressed the U.S. Perspective at a seminar on "terrorism as a global phenomenon" at Lenoir-Rhyne College in Hickory N.C. February 11–12. On February 10, ISABEL JOHNSTONE, Threat Analysis Group, addressed the National War College Wives' Club on international terrorism. ANDREW CORSUN traveled to Brussels and Jerusalem in connection with the Secretary's travel and visited Ankara and Istanbul, for consultations with post officials.

DAVID SHAEFFER of the Investigations Division returned from the Federal Law Enforcement Training Center, Glynco, Ga., after attending a two-week course dealing with white-collar crime. The members of the Investigations Division welcomed ARLENE ANDERSON to the staff of the General Investigations Branch. DAVE AKERMAN is attending the regional security officer course. TOM CHACE made a staff visit to the New York Field Office in February to discuss waste, fraud and mismanagement cases with New York Field Office personnel.

BILL D'URSO, chief, Division of Evaluations, attended the seminar for senior security supervisors. MAC McGUIRE, deputy chief of the division, attended the monthly Federal Law Enforcement Agencies Association luncheon, which was hosted by the Office of Security. RUSS JAGERS attended the executive performance seminar at Berkeley Springs, W. Va. JOHN TELLO worked on SECRETARY HAIG's protective detail on a temporary assignment. He also left the Evaluation Division on a transfer to Foreign Operations. SUSAN VACCARINO attended the Government-wide adjudication seminar held in Warrenton, Va. She also worked on MRS. MUBARAK's protective detail during the Egyptian state visit. LEO URBANIAK attended the Federal Law Enforcement Agencies Association luncheon. He also worked on the protective detail for Prime Minister ALI of Egypt during the recent state visit.

Seven of the agents on the Secretary's detail attended a cardiopulmonary resuscitation medical refresher course. These agents included BOB LISCOUSKI, ANDY COLANTONIO, HENRY JENKINS, BOB DALY, JIM DOLAN, GREGORY STARR and ROBERT CONRAD. In addition to special agents Starr and Conrad, JOHN KAUFMANN and JIM MANNING were recently assigned to this division. Advance agents for the month included WALT DEERING and ALLEGRA SENSENIG, advancing SECRETARY HAIG's stop in Syracuse, N.Y., and HENRY JENKINS, advancing the Secretary's visit to Chicago. Special agents JIM CRONIN, TOM COMISKEY and LARRY LIPTAK handled the Secretary's overseas advances in Geneva and Lisbon; special agents ANDY COLANTONIO, JIM DOLAN, ABIGAIL SMITH, and BOB LISCOUSKI did the advance work in Jerusalem and Madrid; and CHARLIE ST. CYR and BOB DALY advanced the Secretary's visit to Cairo. Further stops, such as Marrakech, were advanced by DAVID BOTSKO and GREGORY STARR. The Bucharest visit was advanced by CRAIG DECAMPLI and JAY VACCARINO. SECRETARY HAIG's mid-month Florida trip was advanced by GERALD DESALVO and JIM HUSH.

San Francisco Field Office agents DARWIN CADOGAN, JOE HAWE, ED MATSIS and BRAD UPDEGROVE were assigned to provide protection to Syrian Foreign Minister KADDAM, who was in New York to attend a special session of the United Nations, January 27–February 5. Special agent PHIL WHITNEY was assigned to travel with International Communication Agency director CHARLES WICK on an extended travel itinerary, of approximately one month.

The Dignitary Protection Division provided security details for the following foreign dignitaries: Foreign Minister KHADDAM of Syria; MRS. MUBARAK of Egypt; Foreign Minister ALI of Egypt; GAMAL and ALA MUBARAK of Egypt; and PRINCESS MARGARET of the United Kingdom. The agents in charge of these details were MARK BOYETTE, WILLIAM ARMOR, JERRY DUMAS, CHARLIE CHASE and JEFFREY BOZWORTH, respectively. DARYL RASHKIN accompanied International Communication Agency director CHARLES WICK, on a trip throughout Europe, January 31 to February 22. DENNIS WILLIAMS has been designated to replace KEN HILL as deputy chief of the Dignitary Protection Division.

Special agent in charge HORACE H. MITCHELL's mother, RACHEL EDDOWES MITCHELL, passed away on January 17 in Maryland; she was 81. HANK PICHOCKI accompanied SECRETARY HAIG on his recent trip to Cairo, January 11–15. Mr. Pichocki also provided protective security as a shift leader for Deputy Prime Minister ALI of Egypt, February 2–5. RICH GAIANI accompanied Ambassador WILSON, the President's personal envoy to the Vatican, to Rome January 6. He was expected to return to the field office in February. PAUL SORENSEN, resident agent, Pittsburgh, provided protective services to PRINCESS MARGARET of the United Kingdom from February 1 to February 9, traveling to Houston and New Orleans.

PAT O'HANLON, special agent in charge of the Chicago Field Office, gave a speech on terrorism to the Johnson County Peace Officers Association in Iowa City, Io. Mr. O'Hanlon; assistant special agent in charge BOB FRANKS; and special agents BOB STANDLEY, KIM STARKE and ANTHONY RICHARDS attended a seminar on the psychology of terrorism presented by the Forest Hospital in Des Plaines. They also attended a seminar conducted by the Illinois Department of Law Enforcement on terrorist weapons. ☐

African Affairs

Assistant Secretary CHESTER A. CROCKER addressed a group of senior representatives from the Chase-Manhattan Bank in the Department, Februarv 4. Senior deputy as-

LAGOS, Nigeria—Because of a fire that started on the third floor of the U.S. embassy, destroying half the building, consul *John Bennett* (standing, arms apart) shifts his visa operation outdoors, across town to the ICA premises. *(ICA photo)*

sistant secretary LANNON WALKER participated in meetings of the World Affairs Council of Washington, D.C. and the Mayor's International Task Force, February 17. Deputy assistant secretary JAMES K. BISHOP briefed a group of journalism students visiting the Department, January 20, on "U.S.-African Relations." Deputy assistant secretary PRINCETON LYMAN briefed students at the National War College on "U.S. Security Interests in Africa."

LARRY WILLIAMSON, director of inter-African affairs, briefed a group of students from Colgate University on "The Horn of Africa," January 14. MARY LEE GARRISON, deputy director, Economic Policy Staff, and MICHAEL RANNEBERGER, desk officer for Angola, briefed students from Wentworth College, Spokane, January 21.

CYNTHIA HANSON, Office of Southern African Affairs; GLEN MUNRO, deputy director for Central African affairs; and MICHAEL WYGANT, director, Office of Public Affairs, were panelists at a presentation on "U.S.-African Relations" for seminarians from Richmond Union Theological Seminary, January 27. Mr. Wygant also traveled to Georgia to speak to university, civic and media audiences in Savannah, Augusta and Statesboro, February 8–10, sponsored by the Georgia Consortium of State Colleges and Universities, on "U.S.-African Relations." Ms. Hanson also spoke to members of the Women's Auxiliary of the American Legion on "Namibia," February 19.

CURTIS W. KAMMAN, director, Office of East African Affairs, spoke on "U.S. Security Interests in the Horn of Africa" before students at the National War College, February 9. Mr. Kamman recently returned from an orientation trip that took him to Tanzania, Uganda, Kenya and the Seychelles. He also participated in the opening ceremonies of the new American consulate in Mombasa, January 28.

BISMARCK MYRICK, desk officer for Somalia, briefed military officers at Wright-Patterson Air Force Base January 26. EARLE SCARLETT joined the East African affairs staff as country officer for Somalia. He replaces Mr. Myrick who will be leaving this month. □

AFRICAN AFFAIRS—*Lenora Goldring*, left, and *Nancy Morgan* receive awards for outstanding performance from Assistant Secretary *Chester A. Crocker*.

Arms Control and Disarmament Agency

Director EUGENE V. ROSTOW visited London, Geneva and Vienna, February 5–14. In Geneva, he attended a meeting of the Soviet-American negotiations on intermediate-range nuclear forces in Europe, and on February 9, he addressed the Committee on Disarmament. In Vienna, Mr. Rostow conferred with officials at the Mutual and Balanced Force Reductions negotiations and the International Atomic Energy Agency. The agency's executive secretary, JOSEPH PRESEL, accompanied Mr. Rostow on his European visit.

Mr. Rostow, accompanied by public affairs adviser JOSEPH D. LEHMAN, was in Cambridge, Mass., February 16 to lecture at Harvard's Center for International Affairs. On January 22, he was the luncheon speaker at the Washington meeting of the Committee for the Free World.

On February 9, PRESIDENT REAGAN announced his intention to nominate ROBERT T. GREY to be deputy director of the agency. Mr. Grey, a career Foreign Service officer, has been on detail to the agency since last April. He previously served as director of the Office of Advanced Technology in the Department's Bureau of Oceans and International Environmental and Scientific Affairs.

On January 26, President Reagan announced his intention to nominate NORMAL TERRELL to be an assistant director (Nuclear and Weapons Control Bureau), and JAMES L. GEORGE also to be an assistant director, in charge of the Multilateral Affairs Bureau. Mr. George, a former naval officer, was a professional staff member for national security affairs at the House Committee on Government Operations. Mr. Terrell has served as deputy assistant secretary for science and technology.

Ambassador EDWARD L. ROWNY, on February 3, spoke at George Mason University in Fairfax, Va. He is the special representative for arms control and disarmament negotiations.

Mr. Lehman participated in a February 10 briefing in Washington on national defense issues, including arms control and military spending, organized by the Center for Defense Information. On February 9, he gave a briefing for some 20 students from the Norwegian School of Journalism, who visited Washington and New York for an in-depth study of disarmament and national security policy. MATTHEW F. MURPHY participated in a February 10 program on disarmament at Gonzaga University in Spokane. He was a panelist of a similar program at the American University in Washington sponsored by the Peace and Justice Fellowship.

Colonel LYNN HANSON has joined the agency as chief, Regional Division, Multilateral Affairs Bureau. He came to the agency from the Pentagon where he was a member of the task force for the Mutual and Balanced Force Reductions negotiations. Colonel Hansen holds master's and doctoral degrees from the University of Utah and has done post-doctoral work at the University of Edinburgh.

Colonel JOEL McKEAN has been assigned to the agency as senior military adviser. He had been with the Office of the Secretary of Defense. MICHELE MARKOFF has been assigned to the Strategic Programs Bureau. A graduate of Reed College, she received her doctorate from Yale, where she taught international relations. Ms. Markoff recently took part in arms control studies at the Brookings Institution. BRIAN BANNON, a contracts officer, has left the agency after four years to pursue other interests. RONALD P. PASSERO, budget and accounting officer, left the agency to accept a position with the Equal Employment Opportunity Commission. LISA A. CHRISTOPH, who worked in the Defense Program and Analysis Division of the Nuclear and Weapons Control Bureau, left to accept a position with the Central Intelligence Agency. □

Office for Combatting Terrorism

FRANK PEREZ, acting director, spoke to the American Society for Industrial Security on international terrorism, at the White House, January 27. He addressed the National Defense University January 20. On January 21, he made a presentation to the Kiwanis Club of Washington. He participated in a panel discussion on terrorism with Senator JEREMIAH A. DENTON (R.-Ala) before the New York Press Corps, sponsored by the State University of New York, December 17. He appeared on the American Enterprise television panel discussion on terrorism, which included Senator JOHN P. EAST (R.-N.C.) and RAMSEY CLARK. Mr. Perez was interviewed on a number of other television programs, including the "Today Show" and "Good Morning, America."

Mr. Perez was the director of the Dozier Working Group which coordinated U.S. Government efforts directed toward the release of GENERAL DOZIER. The general was kidnapped by the Red Brigades in Italy on December 17 and freed January 28.

EDWARD MARKS, coordinator for antiterrorism programs, spoke at the Defense Institute of Security Assistance Management at Wright-Patterson Air Force Base January 19. The subject was the organization and operation of the country team at U.S. diplomatic missions. Ambassador Marks was the guest of the Cincinnati Council on World Affairs, January 27–29. In addition to addressing the Council on U.S. Government policy towards terrorism, he lectured at Northern Kentucky University, Miami University and the University of Cincinnati. He also participated in a panel discussion on local TV. Ambassador Marks traveled to Los Angeles, February 2, as the Department's representative at funeral services for the assassinated Turkish consul general, KAMAL ARIKAN. □

SOFIA, Bulgaria—Ambassador *Jack R. Perry,* right, presents consular chief *James F. Jeffrey* the Meritorious Honor Award in recognition of his role in the release of American citizens held hostage by Turkish terrorists in Burgas, Bulgaria, last May. A Turkish Airlines DC-9 was hijacked to Burgas while en route to Ankara. Mr. Jeffrey was the Department's man on the scene for "40 gruelling hours of representing U.S. interests."

Consular Affairs

Assistant Secretary DIEGO C. ASENCIO and ALAN NELSON, Commissioner-designate of the Immigration and Naturalization Service, led the participants of a Bureau of Consular Affairs-Immigration and Naturalization Service off-site management planning session, January 22–24, at Harpers Ferry, W. Va., in a discussion to promote changes in immigration policy and consular functions which may be necessary in the next few decades. Ambassador Asencio; ROBERT E. FRITTS, senior deputy assistant secretary for consular affairs; ELIZABETH J. HARPER and CORNELIUS SCULLY participated in a series of meetings at Georgetown University, sponsored by their Center for Immigration Policy and Refugee Assistance, February 4. Also attending were LOUIS P. GOELZ, deputy assistant secretary for the visa office; EDWARD KREUSER, NORMAN SINGER, CECIL BRAITHWAITE, ROY McKAY, STEPHEN FISCHEL and ALFONSO ARENALES. On February 9 Ambassador Asencio addressed a group of national editorial page editors from 12 newspapers in the Department on immigration policy.

During the last week of January ROBERT B. LANE, deputy assistant secretary for overseas citizens services, accompanied by ED MARTINEZ of the Citizens Emergency Center, briefed staffers of the House of Representatives Foreign Affairs Subcommittee on Human Rights on U.S. citizen-related issues of concern in Central America. Members of the bureau's Executive Office, MERLE ARP and SUE WOOD-THURSTON, and PHILIP TAYLOR and L. TRAVIS FARRIS, Systems Applications Staff, briefed several visiting officials of the Canadian Ministry of External Affairs on the collection of consular fees, methods of relating fees to the cost of providing services, and current bureau automation efforts in fee collection and reporting. On February 9–10, CORNELIUS D. SCULLY III, director of the Office of Legislation, Regulations and Advisory Assistance, addressed the American Immigration Lawyers Associations in New York and Philadelphia.

J. DONALD BLEVINS, deputy assistant secretary for passport services, inspected new office space in connection with the installation of the Travel Document Issuance System at the Los Angeles Passport Agency, and also visited the San Francisco Passport Agency. During February, JAMES L. WARD, director of the Citizens Emergency Center traveled to the U.S. embassies in Lima, San Salvador, Managua and Guatemala City on U.S. citizen-related issues. DONALD MUDD, chief of the Post Liaison Division, traveled to Belize and Guatemala for visa operation consultations, February 9–17. SHELDON A. ROSEN, chief, Systems Application Staff, visited our embassy in Mexico to determine implications of

PARIS—At conference bringing together the consuls general in France, sitting, from left: *Charles Sylvester*, Bordeaux; *Robert Homme*, Strasbourg; Ambassador *Evan Galbraith;* deputy chief of mission *John Maresca*. Standing: *Edward Sacchet*, Marseille; *John Dewitt*, Paris; *Carroll Floyd*, Lyon.

consular automation programs in Mexico City. He also traveled to Dallas for a briefing and demonstration of the Immigration and Naturalization Service's Alien Documentation Identification Telecommunication card production facility. THADDEUS A. RIPA, Systems Application Staff, traveled to Los Angeles in connection with the implementation of the Travel Document Issuance System at the Los Angeles Passport Agency. Foreign Service national employees TERE ESQUIVEL, Mexico City, and MARIA R. LOVATON and AMANDA A. MELLA, Santo Domingo, were in Washington for training in the consular automated Immigrant Visa Application Control System.

VIVIAN FERRIN, associate director for passport services; LYNN PETERSON, special assistant to the deputy assistant secretary for passport services; JAMES SCHWARTZ, Office of Citizenship, Appeals and Legal Assistance; ELMO POOLE, regional director, Chicago Passport Agency; and JAMISS SEBERT, regional director, Miami Passport Agency, attended a class, "Negotiating Labor Agreements," at the Department.

New arrivals in the bureau include ALAN DAHL, who joined the Systems Applications Staff after attending the Foreign Service Institute's Mid-Level Program; BERNICE C. HOLMES, who joined the Office for Overseas Citizens Services staff as secretary to the director for citizens consular services; and ROBERT J. CHEVEZ, CAROLYN HILL and LORRAINE LEWIS, Visa Office.

RENNY T. SMITH and WESLEY PARSON have been reassigned to the Foreign Service Institute; and PHILLIP METZLER, formerly of the Systems Application Staff, has joined the Bureau of Refugee Programs. Longtime regional director of the New York Passport Agency JOSEPH R. CALLAHAN recently retired from government service.

In an effort to improve coordination with U.S. Immigration and Naturalization Service (INS) officials, senior officials of the bureau met with INS officials, January 22–24, at Harpers Ferry, W. Va., to speculate on the shape of the immigration and consular functions in the next few decades, to assess the condition of these functions today, and to decide what policy and operational changes might be needed to meet the challenges of the future. Assistant secretary Asencio and the commissioner-designate of INS, ALAN NELSON, led the participants in a two-day series of discussions. Throughout the meetings, special emphasis was placed on the introduction of imaginative ways to cope with the increasing demands on the immigration and consular functions in an era of growing demands, policy challenges and scarce resources.

The group focused on a number of plans and programs to enhance interagency systems development as a follow-on to an earlier legislative branch-executive branch meeting at the Department, December 18, with House Judiciary Subcommittee chairman ROMANO MAZZOLI participating. The two groups agreed to:

—Work together in assisting the Attorney

MOMBASA, Kenya—While Ambassador *William C. Harrop* supervises, coast provincial commissioner *Luka Galgalo* cuts ribbon to open the new U.S. consulate here. Holding ribbon, from left: *Curt Kamman*, director, Office of East African Affairs; principal officer *Robert E. Gribbin*, Mrs. *Connie Gribbin*, Rear Admiral *George Aitcheson*, commander, Carrier Group Seven. The United States had operated consulates here, 1915–18, and, again, 1942–53.

General in marketing the administration's immigration policy reform package.

—Establish procedures for improving State-INS coordination on sensitive foreign policy immigration problems.

—Continue, through the Interagency Systems Consultative Group, to resolve problems of how best to meld existing and future automated systems, including those of the U.S. Customs Service.

—Link their respective antifraud programs, including the possibility of co-locating a forensic laboratory to serve both organizations.

—Set up a personnel exchange program to ensure that both organizations are informed in a timely manner of policy initiatives and changes affecting each.

The participants also discussed a number of vital issues that will be the subject of discussions at the second Mexico/U.S. consular cooperation meeting to be held in Washington this Month. □

SINGAPORE—At awards ceremony, from left: economic officer *William Spruce*, secretary *Bonnie Parker*, Ambassador *Harry E. T. Thayer*, cultural affairs assistant *Philomina Anandam*, public affairs specialist *Larry Seah*, public affairs officer *Edward Conyngham*.

East Asian and Pacific Affairs

Ambassador JOHN HOLDRIDGE traveled to China January 9–13 and stopped in Japan January 14, before returning to Washington. On January 19, he participated in the Foreign Policy Association "Great Decisions" TV panel on Japan. Then, on January 29, he met with His Excellency ATI GEORGE SOKOMANU, president of the Republic of Vanuatu. He accompanied President Sokomanu on his call on Vice President GEORGE BUSH.

During the month of January, deputy assistant secretary THOMAS P. SHOESMITH spoke to a group of Colgate students on major policy issues in East Asia, January 21; visited the Foreign Service Institute and addressed the students in the Mid-Career Course on political-military affairs at field posts, January 22; and briefed a group of mid-career executives enrolled in a master of science in management program at Massachusetts Institute of Technology on U.S. relations with East Asia, January 28.

Ambassador RONALD PALMER, Malaysia, was in the Department on consultations during January. Ambassador HARRY E.T. THAYER, Singapore, also was in the Department during January on consultations. JAMES LANDBERG, deputy director, Office of Indonesia, Malaysia, Burma and Singapore, attended a meeting with the Association of Southeast Asian Nations tin producing countries in London, January 20–22.

Ambassador H. MONROE BROWNE, New Zealand, was in the Department for consultations, February 8–11. On February 12, he delivered the keynote address at the annual meeting of the Institute for Contemporary Studies in San Francisco. He spoke on "Review of U.S./Pacific Interests." Ambassador ROBERT D. NESEN, Australia, was in the Department for consultations, February 1–11. On February 2, Ambassador Nesen met with Vice Presiden Bush.

WILLIAM F. ROPE, director of the Office of Chinese Affairs traveled to China with Mr. Holdridge, January 9–15. JOHN W. SCHULZE, Hong Kong desk officer in the Office of Chinese Affairs, resigned from the Foreign Service in January. ELIZABETH ARNOLD, of the Visa Office, has been temporarily assigned to the slot. LORRAINE TAKAHASHI, who recently completed the Mid-Level Officer's course at the Foreign Service Institute, has joined the economic section in the Office of Chinese Affairs. DESAIX ANDERSON, director of the Office of Vietnam, Laos and Kampuchea, recently spoke on East Asia at Pittsburgh University. JIM BRUNO of Vientiane and ED WEHRLI of Bangkok are working on special projects in the office before entering mid-career training. □

Economic and Business Affairs

MATTHEW V. SCOCOZZA has entered on duty as deputy assistant secretary for transportation and telecommunications. Mr. Scocozza formerly served as senior counsel to the Senate Committee on Commerce, Science and Transportation.

The Aviation Negotiations Division has already handled major negotiations with Japan, China, Barbados, Chile and Brazil on its early 1982 calendar. GEORGE BOUTIN of that division was the senior Department representative to talks in China.

RICHARD W. BOGOSIAN, chief of the division, was chairman of the aviation negotiations with the Scandinavians in Oslo, and JOE SALOOM accompanied aviation office director JAMES FERRER to the civil aviation talks in Canada.

HARRY KOPP, deputy assistant secretary for trade and commercial affairs, and WILLIAM A. ROOT, director, Office of East-West Trade, attended a high-level meeting of the Coordinating Committee on Export Controls, in Paris, January 19–20. Mr. Root and RON KIRKPATRICK, Office of East-West Trade, attended the committee technical meetings which followed.

MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, served as alternate U.S. governor to the annual meeting of the Government Council of the International Fund for Agricultural Development, in Rome, January 19–22. The council reached agreement on the first replenishment of the Fund and on the selection of Rome as the Fund's permanent site. While in Rome, Mr. Calingaert also consulted with officials from other international food agencies.

The director of the Office of International Commodities, ANN L. HOLLICK, was the U.S. alternate representative to the meetings of the Organization for Economic Cooperation and Development's high-level group on commodities and its investment subgroup, which took place in Paris, January 15–18. JOHN ANDRE, of the Commodity Policy Division, attended the meeting of the Common Fund Preparatory Commission, which was held in Geneva January 25–29. MILTON DRUCKER, also of the Commodity Policy Division, was in Brussels and London January 3–10, and Paris January 18–22 for discussions of a reciprocating states agreement among potential seabed mining states, aimed at providing an interim basis for the exploration of deep seabed minerals.

JOHN BARCAS, chief, Tropical Products

Division, attended the annual meeting of the National Cotton Council, in Dallas, February 5–6. Mr. Barcas addressed the international affairs committee of Cotton Council International, reporting on recent international developments in cotton; specifically, on the outcome of the 40th plenary of the International Cotton Advisory Committee held in Lisbon last October. The council considered a resolution recommending that continued UN Conference on Trade and Development discussions on a comprehensive international cotton agreement be contingent on real progress on the outstanding issue of international price stabilization measures for cotton.

JIM WOOLWINE, Tropical Products Division, and **STEVE MULLER**, Planning and Economic Analysis Staff, met with officials of the General Foods Corp., in New York, January 25, to discuss an econometric model of the world coffee economy which the Planning Staff developed with assistance from a Bureau of Intelligence and Research external research grant. The econometric model will be used to forecast various alternative proposals to modify the International Coffee Agreement, 1976, which will soon be renegotiated. General Foods offered many constructive suggestions which will strengthen the model's effectiveness.

JAMES TODD, chief of the Industrial and Strategic Materials Division, met with natural rubber traders in New York to discuss the effects of buffer stock operations of the International Natural Rubber Organization, a Kuala Lumpur-based international commodity organization.

The assistant chief of the Industrial and Strategic Materials Division, **DAVID WILSON**, served as alternative U.S. representative to the January 18–21 meeting of the International Tin Council in London. The major issues addressed at the meeting were continuing international market manipulation by unnamed speculators and the sale of tin from the U.S. national defense stockpile. With the participation of General Services Administration Commissioner **ROY MARKON**, the United States held discussions on the margins of the meeting with Association of Southeast Asian Nations and Bolivian delegations regarding the General Services Administration's tin disposal program.

ROBERT GOLDBERG, Industrial and Strategic Materials Division, attended a copper forum in New York, February 2, at which copper industry representatives examined changes expected in the world copper industry in the 1980's.

Regional resource officer **DAVID CHRISTENSEN** was in the Department, on consultation from Canberra, in January. In addition to Department offices, he consulted with officers in the Department of Energy, the Bureau of Mines, the U.S. Geological Survey and with staffers on Capitol Hill.

Employees who have recently entered on duty in the bureau include **MICHAEL GLOVER**, Planning and Economic Analysis Staff; **GRANT ALDONAS** and **SHELLEY COLES**, Office of East-West Trade; **DANIEL FANTOZZI**, Office of Investment Affairs; **BEVERLEY AMES**, Office of Energy Consumer-Country Affairs; **CYNTHIA LEWIS**, Trade Agreements Division; and **DOUGLAS HENGEL**, Commodity Policy Division. □

European Affairs

Deputy assistant secretary **JOHN D. SCANLAN**, deputy for policy **MARK PALMER**, Office of Soviet Union Affairs director **THOMAS W. SIMONS Jr.**, and **ALEXANDER VERSHBOW** of the same office, accompanied **SECRETARY HAIG** to Geneva for his meeting with Soviet Foreign Minister **ANDREY GROMYKO** January 26. Mr. Scanlan later went to Brussels to brief the North Atlantic Council January 27, and Mr. Simons went to Bern and Vienna for consultations, January 27–28, with Swiss and Austrian officials, and to Moscow and Leningrad, January 29–February 4, for consultations with the U.S. embassy and consulate general. From February 11–13, Mr. Scanlan and **ROBERT W. BECKER**, Romanian desk officer, Office of Eastern European Affairs, participated in the Secretary's visit to Romania.

JOHN SINNICKI has joined the staff of the executive director as senior budget officer, replacing **ERMA SCHUMACHER** who retired December 24. Mr. Sinnicki previously served at Embassy Belgrade as budget and fiscal officer.

Ambassador **DAVID ANDERSON**, Yugoslavia, escorted Yugoslav **VICE PREMIER DRAGAN** on a visit to the United States February 7–11. Ambassador **GEORGE S. VEST**, European Communities, Brussels, participated in ministerial-level U.S.-European Community consultations in Washington February 8–9. Mr. Vest also addressed the Center for International Affairs, at Harvard, February 11, before returning to Brussels.

JOHN C. KORNBLUM, director, Office of Central European Affairs, delivered a speech before the Toenissteiner Kreis in Cologne, January 17, and traveled to Bonn and Vienna for consultations January 18–23. Mr. Kornblum also traveled to Berlin, February 3–7, to attend a conference hosted by the Aspen Institute and to be interviewed by West German television. **WARD C. THOMPSON**, Swiss and Austrian desk officer, traveled to Austria and Switzerland for consultations January 28–February 7. **BRUCE CLARK**, German

Department of Look-Alikes

Mr. Higgs

Mr. Durning

ELMER R. HIGGS has a few "True Confessions" to make: (1) He, Mr. Higgs, is *not* a movie star. (2) He, Mr. Higgs, *is* the administrative officer in the Department's Office of Medical Services. (3) It was not he, Mr. Higgs, but rather it was actor Charles Durning who played the crooked construction tycoon in the movie entitled (right!) "True Confessions." (4) Many of his, Mr. Higgs', friends in the Department confronted him after seeing the movie, but he, Mr. Higgs, did truthfully deny that he, Mr. Higgs, was in any way to blame for their confusion.

TRIESTE, Italy—Consulate staff with visiting Ambassador *Maxwell M. Rabb*, third from left. Others, from left: *Milton Cusumano, Gabriella Di Landro*, consul *Frank R. Golino, Manuela Patat*, vice consul *John V.G. Spilsbury, Paolo Bearz, Nora Porporari, Sterlyn B. Steele, Nidia Dapretto.*

Democratic Republic desk officer, was in Berlin for consultations and to attend the initial session of the U.S.-German Democratic Republic claims talks January 13–28. JAMES D. BINDENAGEL, economic/commercial officer, Federal Republic of Germany, attended the European Economic Conference in New York February 2.

RONALD J. NEITZKE, Czechoslovak desk officer, Office of Eastern European Affairs, traveled to Brussels January 24–29 to participate in consultations with the Tripartite Gold Commission. ROBERT W. BECKER, Romanian desk officer, Office of Eastern European Affairs, visited Bucharest on consultations January 26–29. MARK J. PLATT has joined the Office of Regional Political-Economic Affairs as officer-in-charge of regional economic affairs.

ERIC REHFELD, special assistant, Office of European Security and Political Affairs, participated in the Commander-in-Chief Atlantic Infrastructure Conference in Norfolk, Va., January 26–27. Lieutenant Colonel THOMAS C. SUTER of the Defense Policy Section, Office of European Security and Political Affairs, attended the NATO Defense Symposium in Oberammergau, West Germany, January 18–22.

MICHAEL J. BOORSTEIN of the Exchanges Section, Office of Soviet Union Affairs, traveled to Utica, N.Y., January 21–22, where he delivered a speech on "U.S.-Soviet Relations Today" to the Mohawk Valley Community College. He also addressed a noon luncheon forum of community business and civic leaders.

ALAN H. FLANIGAN, director, Office of Western European Affairs, accompanied the Secretary on his visits to Madrid and Lisbon, February 7–12. JOHN J. MARESCA, former director of western European affairs, departed for his new post as deputy chief of mission in Paris. DONALD PLANTY, officer in charge of Spanish affairs, was in Madrid, January 10–24, for the U.S.-Spanish base negotiations. DAVID DECRANE, desk officer for Spanish affairs, traveled to Wright-Patterson Air Force Base, January 26, to speak to students at the Defense Institute of Security Assistance Management on U.S. initiatives in Spain. □

Foreign Service Institute

Ambassador JACK R. PERRY entered on duty as coordinator of the executive seminar in national and international affairs in October. His last post was Sofia, Bulgaria. □

Inspector General's Office

Prior to the beginning of the current cycle of inspections and audits, Deputy Secretary WALTER J. STOESSEL JR. joined inspector general ROBERT L. BROWN and senior members of the office staff in a working lunch to discuss the inspection process. Mr. Brown left on February 23 on a supervisory inspection trip which took him to Beijing, Hong Kong, Bangkok, New Delhi and Colombo where inspections are underway. While the conduct-of-relations inspections continue abroad, ROBERT J. MARTENS and his team are inspecting the Bureau of Oceans and International Environmental and Scientific Affairs, and ROBERT M. MILLER's team is making a series of management audits of selected activities of the Office of Communications.

RICHARD J. HARRINGTON, who has recently joined the Inspector General's office, will participate in an inspection as part of his orientation before settling into his role as special assistant to Mr. Brown.

In a continuing program of professional development, Executive Director JOHNNY YOUNG and Coordination and Review Staff members ELLEN M. McHALE and DONNA B. KREISBERG took the WANG word processing training which other support personnel received in January. Mrs. Kreisberg also completed a two-day course in editing, given by the Office of Personnel Management.

JOHN J. DROTOS of the Investigations Staff participated in a three-day course on governmental auditing for investigators, sponsored by the Department of Agriculture Graduate School, to teach understanding of the audit process and the use of documentation and evidence obtained in an audit for investigation objectives. Secretaries GAIL S. CARROLL and SHERON L. MAKELL attended the Office of Personnel Management's two-day proofreading course. ☐

Intelligence and Research

WEVER GIM, director of the Office of Analysis for East Asia and Pacific Affairs, was chairman of a conference on North Korea, held at the Department, December 4. DEAN WELTY from the same office spoke on the impressions of recent travelers to North Korea, at a Korea Luncheon Group meeting, January 19. LOUIS SARRIS, deputy director in that office, attended the East and South Asia NATO experts meeting in Brussels, and consulted with our embassies in London and Paris, February 22–27. He also briefed Asia experts of the Economic Community while in Brussels.

Two work-study interns, MARC BERKOWITZ from George Washington University and JOHN HYDRICK from Brigham Young University, have recently started working in the Office of Analysis for East Asia and Pacific. JAMES THYDEN, division chief for Northern and Central Europe in the Office of Analysis for Western Europe, lectured on Nordic-American relations to the Scandinavian Area Studies Course at the Foreign Service Institute, January 18. JAMES LYNCH, analyst in that office, addressed the Department's Policy Group for Contingency Planning on the nature of the terrorist threat to U.S. personnel.

WILLIAM KNEPPER, director of analysis for Inter-American affairs, participated in a regional conference of defense attaches, held in Panama, January 26–28. The purpose of the conference was to review reporting priorities for the region. STEVE ERICKSEN and JOHN DANYLYK of the Office of Economic Analysis spoke on "Intelligence in Foreign Policy" to the Scholar-Diplomat Seminar on Economic and Business Affairs, February 8. ROBERT BARAZ, director, Office of Analysis for Soviet Union and Eastern Europe, addressed the students and faculty at Mississippi State University on the Soviet Union in the 80's, in Columbus, February 4–5. MARTHA MAUTNER, deputy director in the office, participated in a radio talk show with station WPLP in Tampa, discussing Soviet issues, January 26. She also addressed the U.S. Senate Youth Program on U.S.–USSR relations at the Department, February 5.

DONALD GRAVES, chief, Soviet Internal Division, lectured on Soviet domestic affairs at Cheyenne and Laramie, Wyo., before academic and business audiences, and appeared on TV, radio and local press, January 25–28. He also met with the Russian Club at Dickinson College, Carlisle, Pa., for questions and answers on Soviet affairs and career opportunities in the Department and the Foreign Service, January 30. WAYNE LIMBERG, analyst in the Soviet Foreign Political Division, lectured on Soviet policy in Africa at the Industrial War College in Washington, February 2. FRANK FOLDVARY, analyst in the East European Division, participated in a panel discussion on Poland at the Chevy Chase Presbyterian Church Lay Academy, in Maryland, January 24. ☐

INTELLIGENCE AND RESEARCH—At awards ceremony, from left, front row: ***Louis Sarris, James Ehrman, Miriam Hardman,*** **bureau director** ***Hugh Montgomery, Dennis Linskey, Donald Macdonald, Dennis Avery.*** **Second row:** ***William Knepper, Aaron Miller, Harlee Wood, Peter Romero, James Chamberlin, Michael Mozur, William Harris.*** **Award recipients not pictured: Lucie Kornei, Helen Echaves.**

Inter-American Affairs

Assistant Secretary THOMAS O. ENDERS testified on El Salvador four times in the first two weeks of February. Those dates include February 1, before the Subcommittee on Western Hemisphere Affairs of the Senate Foreign Relations Committee and the Subcommittee on Foreign Operations of the House Appropriations Committee. On February 2, he testified before the Subcommittee on Inter-American Affairs, House Foreign Affairs Committee. And on February 8 Mr. Enders testified before the Senate Foreign Relations Committee.

Deputy assistant secretary EVERETT E. BRIGGS participated in a Business International Corp. "Roundtable for Directors of Latin American Operations" in Cancun, Mexico, February 1–3. Deputy assistant secretary STEPHEN BOSWORTH participated in a taping for the "Great Decisions Program" with former U.S. representative to the Organization of American States, Ambassador GALE McGEE, on January 19. On February 9, Ambassador Bosworth participated in the National Coffee Association meeting in Boca Raton, Fla.

ROBERT PASTORINO, deputy director, Office of Mexican Affairs, participated in the first of a series of programs on Mexico sponsored by the American Management Association in New York, January 18.

Several bureau personnel have given considerable time to participating in Department and local briefings. They include deputy assistant secretary JOHN BUSHNELL; Office of Andean Affairs—JAMES BELL; Office of Cuban Affairs—MYLES FRECHETTE, RICHARD BEHRENDS; Office of Central American Affairs—CRAIG JOHNSTONE, ARTHUR GIESE, RALPH BRAIBANTI, CARL MATTHEWS; Office of Policy Planning and Coordination—GEORGE BROWN, RICHARD MILTON and JOSEPH SULLIVAN.

JOHN E. UPSTON has joined the staff of the Office of Caribbean Affairs. Mr. Upston was appointed by the Reagan Administration as the coordinator for Caribbean affairs. RICHARD B. HOWARD, director, and Mr. Upston traveled to Miami to attend the 5th annual Conference on Caribbean Trade, Investment and Development in late November.

HOWARD C. DAVIS, desk officer for the Dominican Republic, Haiti, Martinique, Guadeloupe and French Guiana, traveled to Miami to attend an OPIC conference.

MARY KOSHELEFF joined the Office of Caribbean Affairs as desk officer for Bahamas. She is replacing GARDEL FEURTADO who was assigned to Foreign Service Institute for Dutch language training. He will be assigned to the American embassy in Paramaribo, Suriname. WILLIAM E. CRAFT has joined the Office of Caribbean Affairs as a desk officer, replacing HOWARD C. DAVIS who will be leaving shortly to attend the mid-level course at the Foreign Service Institute.

CHRIS WEBSTER and KATHY PETERSON, who recently returned from Georgetown and Kingston, respectively, were assigned to the Office of Caribbean Affairs for several months before attending the mid-level professional development course at the institute the end of February.

Ambassador LOREN E. LAWRENCE, Kingston, and ANDREW ANTIPPAS, chargé d'affaires, Nassau, were in Washington on consultation with the Department and other agencies. Newly appointed Ambassador MILAN BISH, Barbados; Ambassador MELVIN H. EVANS, Trinidad and Tobago; and Ambassador GERALD E. THOMAS, Georgetown, were in the Department on consultation prior to departure to their new posts.

SAM HART, director of Andean affairs, traveled to Colombia, Peru and Bolivia, January 15–29, for consultations with our missions and host government officials. ☐

International Narcotics Matters

Assistant Secretary DOMINICK L. DiCARLO and deputy assistant secretary CLYDE D. TAYLOR discussed, in January, narcotics control opportunities, development and U.S. Government roles in assisting such efforts with U.S. and host government officials in Thailand, Burma, Pakistan and Greece. The meetings in Greece brought together for the first time the various governmental authorities involved in drug abuse and enforcement control. Mr. DiCarlo and Mr. Taylor represented the United States at the seventh special session of the Commission on Narcotic Drugs, February 1–8, at Vienna, as delegate and alternate, respectively. The session, with 30

RIO DE JANEIRO, Brazil—At reception welcoming him on his first visit to the U.S. consulate general here, Ambassador *L. Anthony Motley* talks with *Anne Papadelis*, left, of the general services office, and *Laura Eppers*, secretary for the consul general.

The *Olaya Herrara*.

member states plus observers, dealt with international licit drug scheduling, demand for and abuse of illicit and licit drugs, budget priorities of UN drug agencies' programs for 1983, and the supply and demand of licit opiates. Mr. DiCarlo was the chairman of an informal meeting of representatives of the UN Fund for Drug Abuse Control and four other major donor governments which discussed the fund's strategies and programs for achieving illicit drug production and demand control.

Commodity management specialist RUDY HALL of the Office of Global Strategy and Support, visited Ankara, January 26–February 3, to provide technical advice and assistance to the American embassy for the implementation of the bureau's special narcotics-control support protocols with the Turkish law enforcement authorities. In addition to interested embassy personnel, Mr. Hall met with officials of the foreign ministry, national police, Jandarma, customs service, and the Ankara representative of the UN Division of Narcotic Drugs and UN Fund for Drug Abuse Control.

Latin America Division chief PAUL J. GLASOE visited Lima and Bogota, February 1–12, to inspect and review narcotics control programs in these countries.

Senior aviation adviser JOHN A. McLAUGHLIN, Office of Global Strategy and Support, completed on-site aviation surveys of the bureau's highly effective, narcotics control aviation programs in Colombia and Mexico. Mr. McLaughlin also traveled to Lincoln, Neb., February 11–12, to inspect and accept delivery of an additional aircraft the bureau is contributing to the international narcotics control effort in Colombia.

A 105-foot patrol boat, the *Olaya Herrara*, named after a former president of Colombia, has been presented to the Customs Service of Colombia by the bureau, under a bilateral narcotics-control agreement with the government of Colombia. MELQUIADES R. HOLGUIN, commodity management specialist, Office of Global Strategy and Support, represented the bureau at the turnover ceremonies. The *Olava Herrara* is being used by the Colombians to interdict the flow of illicit narcotics traffic headed northward—primarily to the United States. Since it entered active patrol in October, the Colombians have used the fast craft in a number of control, seizure and arrest actions off the northern coast of Colombia. ☐

International Organization Affairs

JOHN W. McDONALD Jr. spoke to the Non-Governmental Organization Advisory Committee on the World Assembly on Aging in Washington, D.C., January 13, on the upcoming conference, and to a non-governmental organization group sponsored by the United Nations in New York, January 28, on the same subject. He also spoke at the American University in Washington on January 15, and to a group of Colgate University students on January 18 on the United Nations and economic development. On January 25, Mr. McDonald spoke to an international seminar in Marriottsville, Md., on the UN water decade.

ARKELL WEYGANDT has transferred from Istanbul to the Office of Technical Specialized Agencies. HARTFORD JENNINGS has transferred from Gaborne to the Office of International Development. JAMES GORMLEY has been assigned to the Office of International Development. He is from the Bureau of Inter-American Affairs. VALERIE FRANK has transferred from the Office of the Under Secretary for Economic Affairs to the Office of the Deputy Assistant Secretary for International Economic and Social Affairs. SUSAN HANDY has transferred from the Bureau of Personnel to the Office of Administrative Services.

ANNE MISCIAGNA has been assigned to the Bureau of Personnel from the Office of the Senior Advisor and Special Negotiator. RODERICK MACKLER has been assigned to the Office of Technical Specialized Agencies from the Foreign Service Institute. MELVIN LEVITSKY has transferred to the Bureau of Human Rights and Humanitarian Affairs from the Office of UN Political Affairs.

The following persons are serving as interns in the bureau: DOMINICK ATTISANI, in the Office of Communications and UNESCO Affairs; PAUL BARLOW, in the Office of UN Political Affairs, and DORIS FEUZ, in the Office of International Development. ☐

Legal Adviser's Office

DAVID COLSON was in Danvers, Mass., January 27, to bring the New England Regional Fishery Management Council up to date on the Gulf of Maine maritime boundary case. From Massachusetts, Mr. Colson accompanied

KARACHI, Pakistan—At an awards ceremony are, kneeling, from left: *M. Usman Kahn*, *A. Quddus Meera*, *Kazi A. Abbas*; standing, from left, are: *Sanu Narain*, *Shafi Mohammad*, *Mehtabuddin*, *Ashiq Hussain*, *S. Nafasat Hussain*, *A. Jabbar Khan*, *S.K. Usmani*, Ambassador *Ronald I. Spiers*, *Rashid Ramzan*, *Abdul Reqeeb*, consul general *Richard St. F. Post*, *M. Zaki Deedar*, *Khair Mohammad*, *Ali Asghar*, *Munawar Shah* and *S.A. Mohiuddin*.

DAVIS R. ROBINSON, the legal adviser, to The Hague, January 28–30, to meet with officials of the International Court of Justice about the case.

MARY McLEOD was in Paris and Brussels, January 4–8, to attend meetings on reciprocating state issues under the Deep Seabed Hard Minerals Resources Act. Ms. McLeod was also in San Juan, Puerto Rico, February 8–10, to consult with Commonwealth officials about maritime boundary negotiations.

MICHAEL DANAHER attended the Diplomatic Conference on the Atlantic Salmon Convention in Reykjavik, January 18–22. SCOTT HAJOST attended a UN Environment Program meeting in Stockholm, January 20–29 concerning the ozone layer. STEVE ASHER is on the U.S. delegation to the Law of the Sea Drafting Committee, which met from January 18 to March 1 in New York.

During February 1–12, MICHAEL G. KOZAK, assistant legal adviser for Near Eastern and South Asian affairs, traveled to London and The Hague to take part in discussions with the British and the Dutch concerning their participation in the Multinational Force and Observers. K. SCOTT GUDGEON, assistant legal adviser for Inter-American affairs, served as legal adviser to a U.S. delegation which traveled to Panama January 23–26 to negotiate a bilateral investment treaty. NANCY H. ELY, assistant legal adviser for African affairs, addressed the North American International Model UN Session on February 12, on Namibia and Southern Africa. Ms. Ely also attended the Contact Group meeting in Bonn, January 25–26.

THOMAS T. F. HUANG, assistant legal adviser for international claims, was the U.S. negotiator in East Berlin January 18–22, in formal negotiations with the German Democratic Republic on claims of U.S. nationals. He also stopped over in London, January 25–27 to consult with counsel on claims against Ethiopia. ☐

Near Eastern and South Asian Affairs

Deputy assistant secretary PETER CONSTABLE traveled to the National War College, January 28, for a special presentation on the Middle East for a group of senior Army officers attending a foreign affairs seminar at the college. CHARLES HILL, director, Office of Israeli and Arab/Israeli Affairs, traveled to Cleveland, January 5, to address the Jewish Community Federation.

ELIZABETH JONES, country officer for Lebanon, traveled to Denver January 14 to address two groups about the situation in Lebanon. The audiences were brought together by the Institute of International Education and the American Friends Service Committee. On January 26, MARC GROSSMAN, country officer for Jordan, and JONATHAN MAYHEW, political-military adviser in the Office of Regional Affairs, traveled to Fort Bragg, N.C., where they spent a week serving jointly as political advisers for the military exercise "Gallant Knight '82."

On January 19, ROBIN RAPHEL, economic officer, Office of Israeli and Arab/Israeli Affairs, briefed a group of college students from Dutchess Community College in New York, Western Maryland College and Virginia Wesleyan College. The subject was "Middle East Overview." On January 26, Ms. Raphel traveled to New York to participate in a special seminar at the City University of New York, which was made possible through a special grant to the Institute for Middle East Peace and Development by AID. The seminar focussed on conflict resolution and the research process related to it.

EDWIN CUBBISON, political officer, Office of Israeli and Arab/Israeli Affairs, briefed a group of United Jewish Appeal campaign members from New Haven, Conn., held at the White House on January 28, which discussed U.S.-Israeli relations and the peace process.

Political officer for India STEPHEN EISENBRAUN traveled to Charlotte, N.C., February 1–3, to speak to a local Rotary Club and to meet with newspaper editors of the *Charlotte Observer*. Later Mr. Eisenbraun went to Clemson University to speak to the faculty and students on U.S. foreign policy toward South Asia.

WAYNE E. MIELE has joined the staff of the Office of Egyptian Affairs. GARY COUEY has assumed his new duties as economic officer for Lebanon, Jordan and Syria. He replaces H.R. MALPASS who has been reassigned to the Office of Foreign Service Career Development and Assignments as placement officer for the African Bureau. RUTH LINCOLN, secretary, recently joined the staff of the coordinator for economic affairs.

ANDREW SENS, deputy director, Office of Iranian Affairs, participated in discussions with Iranian officials in The Hague, January 8–14 and January 24–31, on settlement of U.S.

bank claims against Iran and other issues.

PEGGY SEEPE, secretary, Office of the Public Affairs Adviser, participated in a Junior Officer training program sponsored by the Foreign Service Institute, at "Embassy Rosslyn" at Airlie House, February 10–12.

Ambassadors consulting in the bureau recently included Ambassador ALFRED L. ATHERTON Jr., Egypt; Ambassador-designate WALTER CUTLER, Tunisia; Ambassador RICHARD MURPHY, Saudi Arabia; and Ambassador-designate JOHN REED, Sri Lanka. □

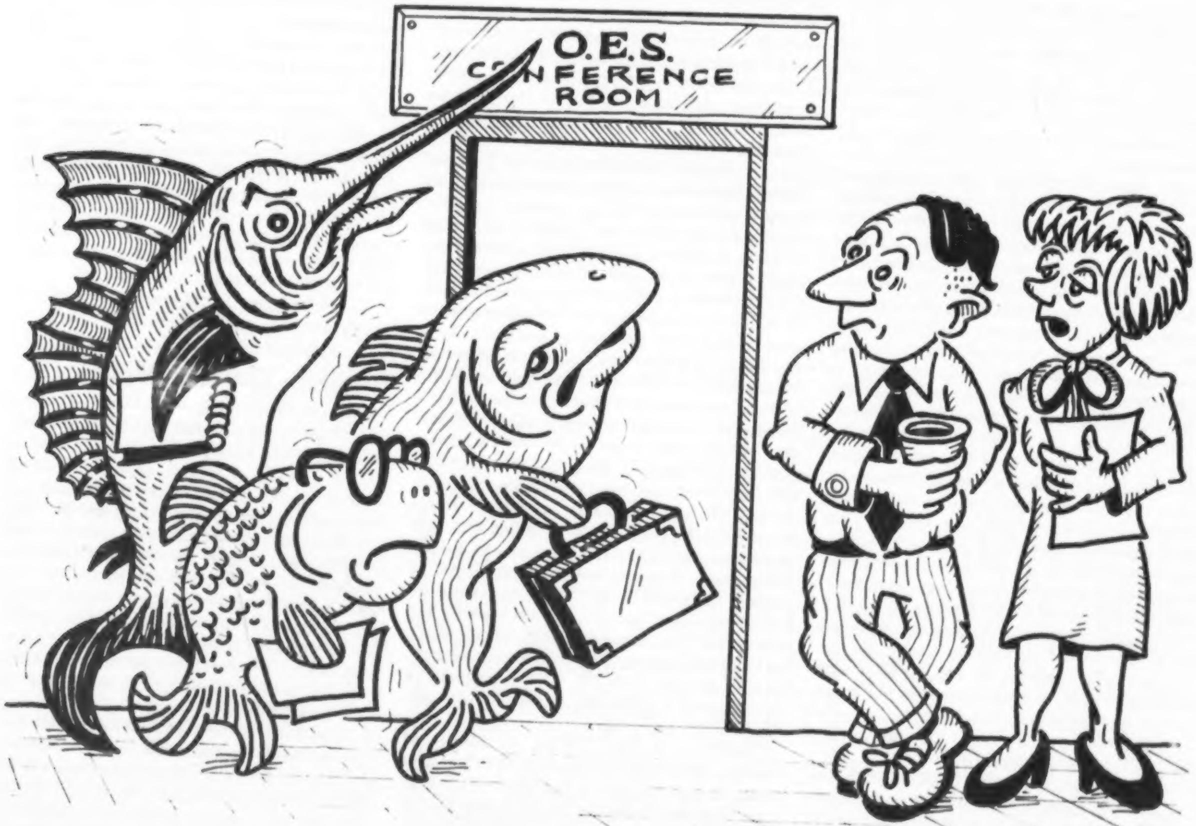
SINAI SUPPORT MISSION

CLIFFORD W. MECKLENBURG arrived here in January to begin to tour of duty as a liaison officer, on direct transfer from Munich. □

Oceans and International Environmental and Scientific Affairs

Assistant secretary JAMES L. MALONE was chairman of the initial meeting of the International Energy Technology Interdepartmental Group on December 19. Its purpose is to develop a coherent policy that will make more effective use of scarce resources and ensure that energy technology cooperation firmly supports our foreign policy goals. On January 11, Mr. Malone addressed a small group of distinguished members of the United Nations Association, including Ambassador WILLIAM W. SCRANTON, BRENT SCROWCRAFT and JOSEPH NYE. He spoke on U.S. and Soviet nuclear nonproliferation policy. Mr. Malone and Under Secretary RICHARD T. KENNEDY attended a seminar at the White House on government management, January 15–16. On January 27, Mr. Malone addressed the American Nuclear Society on current U.S. nuclear energy export policy and nonproliferation.

On January 6, Mr. Malone, principal deputy assistant secretary HARRY R. MARSHALL JR., and officials of other agencies met with representatives from U.S. nuclear reactor vendors to consider approaches helpful to the industry. Of special importance was the possible U.S. participation in the nuclear power program with Mexico. During the week of January 11 Mr. Marshall traveled to Japan and Korea. On the following day he met in Tokyo with the director general for science and technology, H. UKAWA, and his deputy T. TANABE, to discuss U.S.-Japa-



"Looks like the Law of the Sea negotiations are getting under way again.!"

nese nuclear cooperation matters. During the balance of the week Mr. Marshall was chairman of U.S. delegation to the fifth meeting of the Joint Standing Committee on Nuclear and Other Technology in Seoul. The delegation included representatives from State, Nuclear Regulatory Commission and the Department of Energy. During the meetings the Joint Committee proposals for Korean participation in U.S. nuclear energy programs, and visits by U.S. experts to Korea were discussed.

During the week Mr. Marshall also had meetings in Seoul with BYOUNG WHIE LEE, of the Ministry of Science and Technology; KYOUNG BO SHIM, of the Resource Cooperation Division, Ministry of Science and Technology; and with senior staff members of the Blue House Secretariat. Mr. Marshall and members of the U.S. delegation also had meetings with acting president NACK CHUNG SUNG of the Korean Electric Power Company. During these meetings the Korean nuclear power program was discussed and opportunities for U.S. participation were considered.

Mr. Marshall also met with the administrator of the Korean Fisheries Administration to discuss matters regarding Korean allocations and renegotiation of the U.S.-Republic of Korean fisheries agreement. The Korean delegation was headed by COMMISSIONER LEE, of the Standing Commission of the Korean Atomic Energy Commission.

On January 27 Mr. Marshall, accompanied by JOHN BORIGHT, spoke to the International Nuclear Energy Committee of the Atomic Industrial Forum. Mr. Marshall and Mr. Boright gave the committee an overview of the developments in U.S. nuclear cooperation and nonproliferation policy. On February 1 and 2 Mr. Marshall was chairman of a U.S. delegation with representations from State, the Arms Control and Disarmament Agency and the Department of Energy to meet with the Japanese delegation headed by H. UKAWA. The latter delegation included representatives from the Science and Technology Agency and the Ministry of International Trade and Industry. U.S.-Japanese nuclear cooperation issues and mutual nonproliferation efforts were discussed during the two-day meeting. Mr. Ukawa also met with Under Secretary Kennedy and Assistant Secretary Malone, and with several members of Congress during his visit in Washington. On February 8 Mr. Marshall led the U.S. delegation to the Mexican Arid Lands Meeting in Morales, Mexico. Following the meeting he participated in discussions in Mexico City with Mexican officials from the Ministries of Foreign Affairs and Industrial Development, and also with the Mexican Electricity Commission, regarding U.S. nuclear cooperation.

Ambassador RICHARD E. BENEDICK, coordinator of population affairs, visited Jamaica and Brazil, January 6–16, to discuss population issues and policies with government officials, parliamentarians and representatives of the private sector. In Kingston, Ambassador Benedick met with the wife of the prime minister, several cabinet ministers, and the head of the National Family Planning Board to discuss the government's plans to reinvigorate national family planning programs. He also delivered a public address on "World Demographic Trends and Public Policy," which was attended by many government officials, academicians an others. In Brazil, Ambassador Benedick consulted with members of several private organizations and visited clinics and hospitals. He also called on the Archbishop of Manaus and the vice president of the Chamber of Deputies, Haroldo Sanford.

On February 5, Ambassador Benedick discussed population issues at Blair House with Mrs. SUZAN MUBARAK, wife of the Egyptian president. The discussants included Ambassador (Ret.) MARSHALL GREEN; Mrs. ANTOINETTE FORD, AID assistant administrator for Near East; and Mrs. BETTY ATHERTON.

MICHAEL G. ANDERSON has joined the staff of the coordinator of population affairs after completing the Mid-Level Professional Development Course at the Foreign Service Institute in January. He replaces THOMAS C. FERGUSON who will go to the institute to take the same course. Acting deputy assistant secretary for nuclear energy and energy technology John P. Boright led a U.S. delegation to Brussels, Bonn and Rome, January 20–25, to discuss peaceful nuclear cooperation with the European Community, Belgium, the Federal Republic of Germany and Italy.

CAMERON SANDERS from the Office of Nuclear Technology and Safeguards participated in the Department of Energy's course on the nuclear fuel cycle and technical aspects of nuclear weapons proliferation, at the Department of Energy in Washington, and at the Los Alamos National Laboratory in New Mexico, January 12–21. EVELYN SAHLI completed her assignment in the Office of Food and Natural Resources, January 13, and is preparing to depart for Monrovia, Liberia. DAVID McCLINTOCK, from the Office of Food and Natural Resources, organized and conducted a science symmposium on "Diplomats and Designer Genes" at the Foreign Service Institute, February 13. BILL L. LONG, director, Office of Food and Natural Resources, accompanied deputy assistant secretary Harry Marshall to Mexico City to attend an arid land conference, February 8–12, sponsored by the UN Environment Program and the Government of Mexico. DONALD R. KING, acting deputy assistant secretary for environment, health and natural resources, headed the U.S. delegation to the UN Environment Program meeting in Stockholm, January 20–28, for preliminary discussions of a possible convention on the protection of the ozone layer.

JAYETTA J. NEAL, from the Bureau of Consular Affairs, Administrative Division, Personnel Branch, joined the executive office staff as administrative assistant. NORMAN A. WULF left the Office of Marine Science and Technology Affairs in January to assume the position of deputy general counsel in ACDA. Navy Commander TERRY SATTLER also left that office in January to assume a position in the legal adviser's office. On January 6–12, CARL PRICE represented the Office of Marine Science and Technology Affairs in multilateral consultations held at UN headquarters in New York concerning the global investigation of pollution in the marine environment.

LARRY L. SNEAD, deputy director of the Office of Fisheries Affairs, headed the U.S. delegation at the diplomatic conference to conclude negotiations on the Atlantic Salmon Treaty which was held in Reykjavik, January 18–22. The conference was successful and a final text was adopted. KAREN B. STEWART has departed from the Office of Fisheries Affairs. Ms. Stewart, a Foreign Service officer, is scheduled to attend the Mid-Level Officers' training course at the Foreign Service Institute, February 22–July 11. She will be assigned to a new post later.

EUGENE G. KOVACH, director, Office of Advanced Technology, led a group from the Bureau of Mines, Bureau of Standards and National Science Foundation to Brussels, January 26–27, for a meeting with some 25 of the European Commission's contractors in their research program on primary materials. A useful exchange of research plans and results took place. Mr. Kovach then went to Paris where he served as the U.S. representative at the plenary meeting of the Organization for Economic Cooperation and Development's Committee on Scientific and Technological Policy, January 28–29.

Colonel GEORGE OJALEHTO, Office of Advanced Technology, was in Geneva for most of February. He served on the delegation to the meeting of the Legal Subcommittee of the UN Committee on the Peaceful Uses of Outer Space. CARLTON R. STOIBER, former assistant general counsel, ACDA, joined the Office of Nuclear Export Control, January 13, as acting director. ☐

Politico-Military Affairs

Director RICHARD BURT presented a briefing at the Foreign Press Center, January 13, to a group of foreign journalists on the continuing U.S. Government efforts to sensitize world public opinion to the use of chemical weapons in Southeast Asia. An interview by ABC News with Mr. Burt on U.S. arms transfer policy, and the Soviet use of arms transfers to the third world as a tool of its foreign policy, was broadcast nationally, January 23. On January 24, he traveled with the Secretary to Geneva for the meeting with Soviet Foreign Minister ANDREY GROMYKO. On February 2 Mr. Burt presented a briefing to congressmen on the status of the Intermediate Nuclear Forces negotiations as part of the program established by the Congressional Research Service to keep members of Congress informed of Administration views on current issues. As part of the same program Deputy Director ROBERT DEAN presented a briefing, February 9, to the congressmen on NATO, theatre nuclear weapons in Europe and U.S.–Soviet relations.

Mr. Burt appeared with Congressman LES ASPIN for the first of an eight-part television series, "Great Decisions '82", which is sponsored by the Foreign Policy Association. This initial program on American defense efforts was broadcast nationally by the Public Broadcasting System, February 5. On the same day, Mr. Burt presented the keynote address, "In Defense of Western Values," at the Copenhagen Regional Seminar in the first of a series of ICA-sponsored, Europe-wide seminars on Western values and political, military and economic dimensions of Atlantic security.

PETER B. SWIERS, deputy director of the Office of Theatre Military Policy, was comoderator of the seminar. Mr. Burt traveled with the Secretary to the Madrid meeting of the Conference on Security and Cooperation in Europe, February 9. On February 12, Mr. Burt was chairman of the Brussels meeting with our NATO allies of the Special Consultative Group which discussed the progress of the Intermediate Nuclear Forces negotiations. DAVID SCHWARTZ, of the Office of Theatre Military Policy, accompanied him to the meeting. Mr. Burt then traveled to Munich to attend the annual Wehrkunde meeting of defense and arms control specialists from Europe and the United States February 12–14.

Deputy Director LESLIE H. BROWN was the luncheon speaker before the Society for International Affairs, January 21, in Washington on the Administration's arms transfer policy and its application to Latin America. On January 25 Mr. Brown accompanied Lieutenant General JAMES AHMANN, director of the Defense Security Assistance Agency, on a one-day orientation visit to the Defense Institute for Security Assistance Management at Wright-Patterson Air Force Base. On February 1 Mr. Brown testified with Assistant Secretary THOMAS ENDERS on the Administration's request for emergency funds for El Salvador before Congressman CLARENCE LONG's (D.–Md.) House Appropriations Subcommittee.

JAMES McNAUGHTON, deputy director of the Office of Regional Security Affairs, left the bureau at the end of January for language training at the Foreign Service Institute prior to his reassignment as principal officer in Surabaya. DICK MILES, deputy director of the Office of Regional Security Affairs, served as political adviser to Lieutenant General Kingston, commander of the Rapid Deployment Joint Task Force during January 25–February 2 at Fort Bragg, N.C. STEVEN R. MANN, of the Office of Regional Security Affairs, spoke at Sweet Briar College and Lynchburg College, February 4–5, on current foreign affairs topics and on career opportunities in the Foreign Service.

RICHARD M. OGDEN, director of the Office of Security Assistance and Sales, and A. CRAIG MURPHY attended the Defense Institute of Security Assistance Management course at Wright-Patterson Air Force Base, O. during February 1–5. On February 9, IRWIN PERNICK, deputy director of the Office of Security Assistance Special Projects, gave a lecture, "State Department Perspectives on Multinational Defense Cooperation," to the Defense Systems Management College at Fort Belvoir. During the week of February 1–5, BRUCE McDONALD of the Office of Strategic Nuclear Policy lectured before two classes at San Diego State University and spoke before the Institute on World Affairs on "Nuclear Weapons and American Foreign Policy Today." JUDYT MANDEL has joined the office after attending the Mid-Level Career Development Program at the Foreign Service Institute. She had previously served for three years in Moscow.

WILLIAM C. RENNAGEL, of the Technology Transfer Assessment Staff, traveled to Paris, January 19 to assist the Department's delegation, headed by Under Secretary JAMES L. BUCKLEY, to the High Level Meeting of the Coordinating Committee on Export Controls.

WILLIAM B. ROBINSON, director of the Office of Munitions Control, addressed the Export-Import Committee of the Electronic Industries Association, in Washington, February 2. On January 22, JOSEPH P. SMALDONE, chief of the Arms Licensing Division in the Office of Munitions Control, addressed the Africa Roundtable at John Hopkins University School of Advanced International Studies on "U.S. Arms Transfers to Africa." ALLAN E. SUCHINSKY, deputy chief of the Arms Licensing Division, attended a Management Development Seminar at the Executive Seminar Center, Oak Ridge, Tenn. January 4–15. He also lectured on arms export licensing at the Defense Institute of Security Assistance Management, Wright-Patterson Air Force Base in Dayton, O. on January 18. During November 30–December 18, A. GREGORY THIELMANN of the Office of Theatre Military Policy served as an adviser to the U.S. delegation at the first session of the U.S.–Soviet negotiations on Intermediate Nuclear Forces in Geneva. ☐

Public Affairs

Office of the Assistant Secretary: RAYMOND G. H. SEITZ is accompanying CHARLES WICK, ICA director, to The Hague, Berlin, Vienna, Brussels and London.

Office of the Executive Director: DON HIBBARD, formerly of the Bureau of Personnel, is the new assistant personnel officer.

Office of the Historian: On January 27, N. STEPHEN KANE lectured on "The United States and the Mexican Revolution, 1910–1941" at George Washington. STANLEY SHALOFF is currently teaching history of modern Africa, also at George Washington.

Office of Opinion Analysis and Plans: ALVIN RICHMAN published an article on "Public Attitudes on Military Power, 1981," in the December-January issue of *Public Opinion*, an American Enterprise Institute publication.

Office of Public Communication: On January 4, HAROLD HEILSNIS addressed a seminar group at the National War College on U.S.- Federal Republic of Germany relations. On February 12, PHYLLIS YOUNG, editor of the Department of State *Bulletin*, gave a foreign policy briefing to a group of 30 high school students from Washington, Alexandria, Va., and Oak Ridge, Tenn., who were participating in a UN model program. ELENA ALBAMONTE and ANN HANSON, both of the Correspondence Management Division, have resigned.

Office of Public Programs: C. THOMAS BLEHA has been selected as director. He transferred from the Office of Opinion Analysis and Plans. ■

GiVE THE GiFT THAT KEEPS ON GiViNG!
GUREN
IN
OUT
SHAGG E. DAWG, Ph.D.
...BUY U.S. SAViNGS BONDS!
I HATE CATS!
IN
OUT
SHAGG E. DAWG, Ph.D.

Obituaries

James E. Baldridge, 52, a general services officer in the Office of Operations, Supply and Transportation Division died of cancer on January 29.

Mr. Baldridge

Born in Illinois, he earned an associate's degree at Centralia Township Junior College. He also attended the University of Illinois and South East Missouri State College. From 1948 to 1952, he served in the Navy. Joining the Foreign Service in 1957, Mr. Baldridge was a communications and records clerk in Vientiane, Tokyo and Warsaw. He was an administrative assistant in Aleppo, 1964–66. Assignments as general services officer were to Helsinki, Saigon and Vienna. He then served as administrative officer and first secretary in San'a and Logos. Survivors include his wife and four sons. ☐

Janice C. Flynn, 53, a communications and records officer assigned to the Office of Communications' Diplomatic Mail and Pouch Branch since 1981, died of cancer at George Washington University Hospital on January 25.

Ms. Flynn

Joining the Foreign Service in 1957, she served as a communications clerk in Oslo, Cairo, Phnom Penh and Manila. She was a communications and records officer in Bonn, Nairobi and Accra. Her Department assignments were to the Office of Communications, Diplomatic Pouch and Courier Operations Division, and to the Office of Telecommunications, Code Section.

Ms. Flynn, a native of New Orleans, attended Loyola in Louisiana and Spring Hill College in Alabama. Survivors include her mother, three brothers and a sister. The family suggests contributions to the George Washington Cancer Research Fund, 2150 Pennsylvania Ave. NW., Washington, D.C. 20037. ☐

George W. Renchard Jr., 74, former ambassador to Burundi, and his wife, Stellita Stapleton Renchard, 66, died in a traffic accident in Saudi Arabia on January 15.

Mr. Renchard was born in Michigan. He earned a bachelor's at Princeton before joining the Foreign Service in 1930. His early assignments were in Izmir, Baghdad and Colombo. In 1940 he was appointed political officer to Ottawa. After serving in Washington for three years, which included an assignment as assistant to the Secretary of State, he was transferred to Algiers as a general reporting officer. Subsequent assignments were to Paris, The Hague, Vienna and Frankfurt as political officer. He was principal officer in Quebec from 1953 until 1956, when he returned to Washington as chief of the Titles and Commission staff. Mr. Renchard was appointed consul general to Hamilton in 1960. He retired in 1967 and worked as a consultant until his appointment as ambassador to Burundi in 1968. He retired again in 1969.

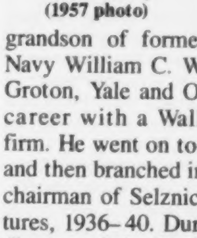
Mrs. Renchard, a native of Nebraska, was raised in Washington and educated in France and New York. Active in the Red Cross, she was a former president of the District of Columbia chapter of the Colonial Dames of America. An advocate of historic preservation, she was a member of the National Trust for Historic Preservation and a founder of the Societe de Conservation du Vieux Quebec in Canada. She established the Stapleton-Renchard Foundation for Colonial Latin American Art in 1979, and was a supporter of the Museum of African Art. Mrs. Renchard also was active on behalf of the hearing and speech center at the Children's Hospital National Medical Center.

Survivors include two sons, two daughters and eight grandchildren. ☐

William E. DeCourcy, 87, a career minister and former ambassador to Haiti, died after a long illness in Winter Park, Fla., on January 11. Joining the Foreign Service in 1921, he served as a consular officer in Geneva, Cairo, Marseille, Paris, Cape Town and Naples. Department assignments included chief, Division of Foreign Service Personnel, and Foreign Service inspector. His appointment to Haiti came in 1948.

Mr. DeCourcy was born in Tennessee. He attended the University of Texas and worked as an accountant before joining State. During World War I, he was a second lieutenant in the Army. Survivors include a sister, two nieces and a nephew. ☐

John Hay (Jock) Whitney, 77, ambassador to Great Britain, 1957–61, and a publisher, sportsman, businessman and backer of plays and films, died of a heart ailment at North Shore Hospital in Manhasset, N.Y., on February 8.



Mr. Whitney
(1957 photo)

Mr. Whitney was born in Maine. He was the maternal grandson of former Secretary of State John Hay and a paternal grandson of former Secretary of the Navy William C. Whitney. Educated at Groton, Yale and Oxford, he began his career with a Wall Street brokerage firm. He went on to invest in Broadway and then branched into films, serving as chairman of Selznick International Pictures, 1936–40. During the war, he was director of the Motion Picture Division of the Office of the Coordinator of Inter-American Affairs, headed by Nelson A. Rockefeller. He then served in the Army Air Force as a colonel, and was awarded the Legion of Merit, the Bronze Star, membership in the Order of the British Empire and the rank of chevalier in the French Legion of Honor.

In 1946, Mr. Whitney founded J.H. Whitney & Co. and the John Hay Whitney Foundation. He was chairman of the Whitney Communications Corp. and the International Herald Tribune. Appointed to the State Department in 1954, he served as a consultant prior to his ambassadorship.

Survivors include his wife and two daughters.☐

Louise K. Nichols, 68, a former ceremonial officer who worked in the Office of Protocol for 24 years, died of cancer at Sibley Hospital in Washington on February 1. Ms. Nichols was born in Virginia. After graduating from George Washington in 1935 she taught junior high school for four years. She was an employee relations officer for the Department of the Army before joining the Department in 1947. Assigned to the Office of Protocol in 1951, she worked there until retiring in 1975. Survivors include her mother, Mrs. J.V. Nichols, two sisters and nieces and nephews.☐

Mary J. Angluin, 65, a personnel management specialist who retired in 1972, died after a long illness at the Charlotte Hungerford Hospital in Torrington, Conn., on January 25.

Ms. Angluin was born in Massachusetts. Beginning her Government career in 1940, she worked for the Civil Service Commission until joining State in 1951. She was executive assistant to the deputy under secretary for administration, then held assignments as employee development officer, personnel staffing specialist and management analyst. In 1967 she became a personnel management specialist.

Survivors include a sister, two nieces and a nephew. The family suggests contributions to the Immaculate Conception Church, 3 Fayette St., Lowell, Mass., 01852. ☐

Virginia Fox Hartley, 74, a special assistant in the Office of UN Political Affairs from 1957 until her retirement in 1977, died after a heart attack at Georgetown University Hospital on January 18.

Joining State in 1941, she held positions as chief of the commitments section, Division of Security Organization; chief of the political information section, Division of International Organization Affairs; and chief of the commitments section, Office of Special Political Affairs. She was State adviser to the Dumbarton Oaks conference and the San Francisco conference on establishment of the United Nations. After World War II, she did research for one year on the authorized biography of former Secretary Cordell Hull.

Ms. Hartley was born in Montana. She earned bachelor's and master's degrees at Stanford, and also studied in Paris. Before joining the Department, she worked as a research assistant at the Library of Congress, 1931–35, and as an associate planning editor at the National Resources Planning Board, 1937–41. The widow of the late Robert W. Hartley, a former vice president of the Brookings Institution, she leaves no immediate survivors. ☐

Dorothy S. de Borchgrave, 65, a Foreign Service employee who retired in 1966, died on January 6.

Beginning her career in 1944, she was a clerk in Paris, Stockholm and Brussels. Returning to Paris in 1949, she served there as a secretary until 1957. After Department assignments as assistant to the under secretary of economic affairs, and assistant to the under secretary of state, she was detailed to the Department of Treasury in 1961, as assistant to the Secretary of Treasury.

Ms. de Borchgrave was born in Boston. Survivors include a son. ☐

Leo J. Callanan, 81, who served as consul general in Hankow, China, and Yokohama before retiring in 1955, died of emphysema at his home in Silver Spring, Md., on January 5.

Born in Boston, he graduated from Boston College and earned two master's degrees at Georgetown. Joining the Foreign Service in 1923, he served as consular officer in Genoa, Melbourne, Adelaide, Nassau, Port Said, Madras, Bombay, Nairobi, Aden, Barcelona, Malaga, Oporto, Pernambuco, Rio de Janeiro and Victoria.

From 1955 to 1968, Mr. Callanan was associated with the U.S. Catholic Conference's Immigration Department. Survivors include his wife, son, daughter, five grandchildren, and brother. ☐

John Jackson Powers, 61, a diplomatic courier from 1946 to 1951, died of a massive cerebral hemorrhage at his home in Oyster Bay Cove, N.Y., on January 2. Mr. Powers served in Cairo and Paris. During World War II, he was a bomb disposal specialist for the Army. At his death, he was vice president of the New York investment banking firm of Goldman Sachs, which he joined in 1957. Mr. Powers leaves his wife, two daughters, a son and two aunts. ☐

Seyhullah Turan, 64, a Foreign Service national employee who served at Embassy Ankara for over 30 years, died of cancer on February 14.

Mr. Turan was born in Iman, Siberia, and grew up in Tientsin, China. He was a teacher at Robert College in Istanbul before joining the American embassy as a senior political aide. After retiring in 1977, he moved to Washington and worked at the Turkish embassy here.

Survivors include his wife, a son, a daughter, a sister and a nephew. The family suggests contributions to the Georgetown Cancer Home Care Center, c/o Vincent P. Lombardi Cancer Center, Georgetown University, 3800 Reservoir Road N.W., Washington D.C. 20007. ☐

Mary Anne Foster, a Foreign Service employee, 1955–59, and the wife of Foreign Service officer Homer Paul Foster, who retired in October, died of a stroke at her home in Belfair, Wash., on November 13. Mrs. Foster served as a clerk in Manila and Addis Ababa before her marriage to Mr. Foster. Besides her husband, she leaves three children. ■

Library Booklist

South America
Part II*

Argentina

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FRASER, Nicholas and M. Navarro. *Eva Peron.* London, Andre Deutsch, 1980. 192p. F2849.P37F7

GRAHAM-YOOLL, Andrew. *The press in Argentina, 1973–1978.* London, Writers and Scholars Educational Trust, 1979. 171 p. PN4748.A7G7

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POTASH, Robert A. *The army and politics in Argentina, 1945–1962: Peron to Frondizi.* Stanford, Ca., Stanford Univ. Press, 1980. UA613.P7

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TAYLOR, Julie M. *Eva Peron, the myths of a woman.* Chicago, Univ. of Chicago Press, 1979. 175p. F2849.P37T39

TIMERMAN, Jacobo. *Prisoner without a name, cell without a number.* New York, Knopf, 1981. 164p. HV9582.T5513 1981 (Account of imprisonment, torture and anti-Semitism).

ZINN, Ricardo. *Argentina, a nation at the crossroads of myth and reality.* New York, R. Speller, 1979. 211p. HC175.Z513

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ANDRADE, Manuel Correia de. *The land and people of Northeast Brazil.* Albuquerque, Univ. of New Mexico Press, 1980. 248p. HD496.A713

BRUNEAU, Thomas C. and P. Faucher, eds. *Authoritarian capitalism: Brazil's contemporary economic and social development.* Boulder, Colo., Westview Press, 1981. 272p. HC187.A87

CONNIFF, Michael L. *Urban politics in Brazil: the rise of populism, 1925–1945.* Pittsburgh, Pa., University of Pittsburgh Press, 1981. 227p. F2646.C57

DULLES, John W. F. *President Costello Branco, Brazilian reformer.* College Station, Texas A&M Univ. Press, 1980. 557p. F2538.22.C37D85

FOWERAKER, Joe. *The struggle for land: a political economy of the pioneers in Brazil from 1930 to the present day.* Cambridge, Cambridge Univ. Press, 1981. 260p. HD496.F68

HEWLETT, Sylvia Ann. *The cruel dilemmas of development: twentieth-century Brazil.* New York, Basic Books, 1980. 243p. HC187.H48

HOLLOWAY, Thomas H. *Immigrants on the land: coffee and society in Sao Paulo, 1886–1934.* Chapel Hill, Univ. of North Carolina Press, 1980. 218p. JV7462.H64

LOVE, Joseph L. *Sao Paulo in the Brazilian federation, 1889–1937.* Stanford, Calif., Stanford Univ. Press, 1980. 398p. HC188.S3L68

MCDONOUGH, Peter. *Power and ideology in Brazil.* Princeton, N.J., Princeton Univ. Press, 1981. 326p. HN290.Z9E45

TAYLOR, Lance. *Models of growth and distribution for Brazil.* New York, Oxford Univ. Press, 1980. 366p. HC187.M584

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CLEAVES, Peter S. and M.J. Scurrah. *Agriculture, bureaucracy, and military government in Peru.* Ithaca, N.Y., Cornell Univ. Press, 1980. 327p. HD556.C56

DIETZ, Henry A. *Poverty and problem-solving under military rule: the urban poor in Lima, Peru.* Austin, Univ. of Texas Press, 1980. 286p. HT178.P5L5

FITZGERALD, E. V. K. *The political economy of Peru, 1956–78: economic development and the restructuring of capital.* New York, Cambridge Univ. Press, 1979. 360p. HC227.F5

MCCLINTOCK, Cynthia. *Peasant cooperatives and political change in Peru.* Princeton, Princeton Univ. Press, 1981. 418p. (On order).

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BETANCOURT, ROMULO. *Venezuela, oil and politics.* Boston, Houghton Mifflin, 1979. 418p. HD9574.V4B413

HERMAN, Donald L. *Christian democracy in Venezuela.* Chapel Hill, Univ. of North Carolina Press, 1980. 289p. JL3898.S6H47

LEVINE, Daniel H. *Religion and politics in Latin America: the Catholic Church in Venezuela and Colombia.* Princeton, N.J., Princeton Univ. Press, 1981. 342p. BX1488.2.L48

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VALENTE, Cecilia M. *The political, economic, and labor climate in Venezuela.* Philadelphia, Univ. of Pennsylvania, 1979. 280p. HD8366.5.V34

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British Overseas Trade Board. *Guyana, Suriname and French Guiana.* London, 1979. 81p.

CUEVA, Agustin. *The process of political domination in Ecuador.* New Brunswick, N.J., Transaction Books, 1981. (On order).

DEW, Edward. *The difficult flowering of Suriname: ethnicity and politics in a plural society.* The Hague, Nijhoff, 1978. 234p. F2425.D48

DUPONT-GONIN, Pierre. *La Guyane francaise. Le pays; les hommes; ses problèmes et son avenir.* Geneva, Librairie Droz, 1980. 279. (On order).

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HOPE, Kempe R. *Development policy in Guyana: planning finance and administration.* Boulder, Colo., Westview, 1979. 260p. (On order).

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KAUFMAN, Edy. *Uruguay in transition: from civilian to military rule.* New Brunswick, N.J., Transaction Books, 1979. 126p. F2729.K38

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MANLEY, Robert, H. *Guyana emergent: the post-independence struggle for nondependent development.* Cambridge, Mass., Schenkman, 1979. 158p. F2385.M36

NASH, June C. *We eat the mines and the mines eat us; dependency and exploitation of Bolivian tin mines.* New York, Columbia Univ. Press, 1979. 363p. HD8039.M72B65

SNOW, Peter G. *Political forces in Argentina.* New York, Praeger, 1979. 166p. JL2069.P7S6 1979

WEINSTEIN, Martin. *Uruguay: the politics of failure.* Westport, Conn., Greenwood Press, 1975. 190p. F2728.W44

WHITE, Richard A. *Paraguay's autonomous revolution, 1810–1840.* Albuquerque, Univ. of New Mexico Press, 1978. 295p. F2686.W48

ZUVEKAS, Clarence. *Rural income distribution in Bolivia: a summary and evaluation.* Rev. ed. Washington, D.C., Agency for International Development, 1977. 81p. HD1882.U57 no. 2 ■

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*Part I covered Chile, Colombia and the politics and economics of South America in general.

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The Foreign Service *wunderkind*

S1.118:

State
The Foreign Service wunderkind

THE COVER—You're looking at a platter that, sooner or later, will be playing back that cable you drafted, or typed, or cleared, or read, or whatever. Bye-bye, Mr. File Drawer, Mr. File Drawer, Mr. File Drawer, Mr. File Drawer, Mr. File Dr. . . . And *poof* to you, Mr. Terrorist! (Story on Page 2.)

United States Department of State

State

April 1982
No. 244

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Letters to the Editor

'Hi! Hayward here!'

JERUSALEM

DEAR SIR:

It has now been almost a year
Since I left my post "there" to come "here."
But if STATE does not show it
How can my friends know it?
I've become a non-person, I fear.
I've probably never been missed
But I'd like to get back on your list.
So please report I've left Egypt
For I don't want to be gypped.
I'm in Jerusalem now, I insist!

Yours sincerely,
MARTHA HAYWARD
U.S. consulate general
(Since May 1981) ■

Be a blood donor

Be a blood donor, if you can
And plan to give on the day
When the Department sponsors its
Bloodmobile:
You will have helped in a great big way.

We're having a Bloodmobile in April,
So keep these two days in mind:
It will be on Wednesday and Thursday,
The dates are April 28 and 29.

If you are a first-time donor
Roll your sleeve up high,
Grit your teeth and make a fist—
You'll be so glad you tried.

They'll take a pint of blood from you
And your blood will help someone.
You'll feel so proud within yourself,
You will be proud of what you've done.

Now to our regular donors·
What new things can we say?
You've helped us in this program,
You've helped in a beautiful way.

So, to all State Department blood
donors:
Our "hat" is off to you,
For the wonderful support you have
given
To this program, and to me, too.

—DOROTHY W. COLLINS, coordinator
Department Blood Donor Program
Extension 22283 ☐

Communications

Say "TERP"—say "BAX"—say "ATS"—say "ARCS"

Now you're speaking the language of progress

BONN, West Germany—Toward the end of 1981, while the attention of most State Department people was riveted on Warsaw, on the Israeli/Syrian Golan Heights, on El Salvador and other trouble spots, a rather obscure, soft-spoken Department officer named John M. White arrived here quietly from Washington. He checked into the American Embassy Guest House, on the west bank of the Rhine River, and prepared for a series of meetings he was to have over the next 48 hours at the embassy. Virtually no one there, excepting a few in one section who had business scheduled with Mr. White, was aware of his presence. The others were preoccupied not only with Warsaw, etc., but also, even closer at hand, with the unprecedented meeting then taking place between the political leaders of East Germany and West Germany.

Mr. White's own mission, however, was nonpolitical. All the same, it involved certain matters affecting (1) the security of the United States; (2) the nitty-gritty operations of a large number of U.S. Government agencies, among them, for example, the Departments of Defense and Justice, as well as State; and (3) the working concerns of practically every employee at State, including the political appointees and members of the Civil Service and Foreign Service.

Mr. White's business was in the communications section of the embassy; he is with the Department's Office of Communications. His reason for coming to this prosperous, well-scrubbed capital city was to move about backstage at the embassy, to see to it that the people in Washington and around the world who use the communications system are well-served by its performance.

But why Bonn? As a special projects officer working out of Washington, Mr. White could have gone, as he often does, to a number of other cities on the globe. He came here, though, because Bonn is special.

For music lovers, it is, of course, the birthplace of Beethoven. But for those who orchestrate U.S. diplomatic communications—including maestro Stuart E. Branch, deputy assistant secretary of state for communications—Bonn is at one end of a long bowstring that spans the Atlantic. On it, the best and the latest in telecommunications is being played.

Washington is at the other end of this communications axis that carries messages back and forth 24 hours a day, seven days a week, not only for the embassy here but also, through tributary arrangements, for many other posts in Europe and Africa.

No applause—and why

For all of this, there is, of course, no applause for Mr. White, Mr. Branch, nor any of their colleagues. Good communications, as Mr. White has observed throughout his career, are taken for granted; it is only the breakdowns and the failures here and there that draw the attention of most State employees. So Mr. White was unobserved as he went about his business here at the embassy. Only those in the know were mindful of his mission. One such person was Robert E. Lamb, administrative counselor, who is the interface between the communications people and the rest of the embassy staff.

For instance, when Mr. White speaks in acronyms, as he does, Mr. Lamb is one officer who knows what he's talking about. When Mr. White says "TERP-I, TERP-II, TERP-III," or "BAX," or "ARCS," Mr. Lamb recognizes these arcane terms as constituting a vocabulary rich in meaning for everyone concerned with the inner workings of the Department, and with the changes in them that are occurring—and are yet to occur—as technological improvements are adapted for diplomatic use.

The TERPs

It was the TERP-III, a brand-new development in the field, still to realize its full potential, that Mr. White had come here to inspect. TERP stands for terminal equipment replacement program. The acronym, actually, is more serviceable than its translation because TERP is better understood as the name of a particular machine, rather than as the title of a program. State's first-generation TERP—known as TERP-I—was born in 1977 at the U.S. embassy

Four generations of message storage capability are depicted in Bonn. Right to left: *Louis Giamporcaro* holds the Model 28 tape, *Glenn Jones* the TERP-I cassette, *Robert Rigby* the TERP-II "floppy disc," *John M. White* the container for the TERP-III "hard disc." ***(Photo by James P. Kelley)***

)ttawa. It is a computerized teletype hine capable of sending and receiv- at very high speeds. It replaced, in Canadian capital, the ol' standby, khorse Model 28 teletype, which is in use at most of State's 253 s—but not for long at some of 1. This dobbin of the Foreign Serv- lods along at a maximum speed of words per minute.

The 25 TERP-Is now in the field be spurred to go much faster. But rally, for technical reasons, they been held to the Model 28 pace. in 1979, the first TERP-II broke the starting gate at Embassy Bangkok, at a stride of 400 words per minute. TERP-IIs are now prancing about at 40 other posts.

Only one TERP-III is in action today—here at Bonn. (Another has been installed at Ankara, but it is not yet operational.) When the Bonn Beauty really gets going, with its capability fully exploited (its handlers are in no hurry yet to achieve this), it will head out in a 1,600-word-per-minute gallop.

Other TERP talents

But speed is only one property of the TERPs. Department secretaries who prepare cables already know that TERPs have been mated with OCRs (optical character readers). The offspring is a telegram which, in its embryonic stage, is typed on a special form by a secretary in the transmitting office, then is inserted in the reader by a communications operator and, seconds later,

Training with TERP-III in the Department is communications officer *Kathryn Cook*, who was heading for an assignment in Africa. The storage area for TERP-III's "hard disc" is on her right, with viewing screen and controls on her left. *(Photo by David M. Humphrey, Visual Services)*

is converted into electronic signals and dispatched like lightning by the TERP. Meanwhile, the communicator has been spared the task of poking the message on a keyboard.

The TERP has been kind to the communicator in a couple of other ways, too. It has automatically logged each message for him, assigning a spate of numbers that will make the message quickly traceable should someone complain, say, of not having received it. And it has increased the communicator's overall operational and technical skills.

The TERP-III payoff

The really big TERP-III payoff for this day and age, though, is its capability for thwarting terrorists. Some funnymen will say that the ol' Model 28 is

Two "hard discs" are removed from the TERP-III in Bonn. They contain a total of 11,953 messages, covering 28 working days. *James P. Kelley*, in charge of communications at the U.S. embassy, is at left. With him is communicator *Robert Rigby*.

At the optical character reader is Bonn's chief communicator, *James P. Kelley*.

better equipped for this purpose—that it will get terrorists all tangled up in the miles of spaghetti-like tape that such machines excrete. But the TERP does not disgorge tape. It abhors paper products of any kind. In fact, it reaches self-fulfillment only when it has replaced whole in-boxes full of paper—or whole file drawers—with a recording that one person can hold in his hand, and destroy if need be. The TERP-III is known to do this so well that 22 of them are on order, to be shipped in this fiscal year to "high-threat" posts.

The three generations of TERPs store information in different ways. TERP-I records on cassette tapes that can hold 90 messages of average length. TERP-II stuffs its output into the grooves of what the trade calls a "floppy disc" (it resembles a 45-r.p.m. phonograph record) holding about 200 messages. But both are pikers compared with TERP-III—the king of the hoarders. TERP-III is capable of gathering into itself, on a single platter called a "hard disc," a total of *20,000* telegrams! If a stranger threatens to lay hands on it, the disc can be obliterated forthwith. But if it is, its 20,000 messages, utterly erased at the scene, are not lost. This is so because the electronic signals on the disc will have been transmitted earlier to Washington and other posts in the area, where the messages can be reconstructed.

Tale of the tape: This is the Model 28, with training instructor *Rush Lantz* at the controls. *(Photo by David M. Humphrey, Visual Services)*

Robert P. Richardson

TERP-IIIs for the embassy staff

It was on such matters that Mr. White conferred with Robert P. Richardson, the Bonn regional communications officer. They discussed an adjunct for the TERP-III—a "reading room," for authorized staff members at the embassy, that Mr. Richardson is arranging to establish with the assistance of Mr. Lamb. Soon to be operative, this will be a place where embassy staff officers will look up a telegram that the embassy had sent but that doesn't exist there on paper. The "carbon copy," as it were, will be on TERP-III's disc. For reading purposes, the TERP-III will display it on a screen for the officer. (A paper copy could then be produced, if really necessary.)

Mr. Lamb and Mr. Richardson plan, over the long run, to be even more accommodating. They hope to install additional reading terminals in the offices of key staff members, sparing them a trip to the communications section. Still, wherever the terminals are placed, TERP-III will not bare its soul to just anyone who pokes its keys. Its screen will remain blank unless the per-

Robert E. Lamb *(Photo by Donna Gigliotti)*

son trying to read it activates the system by entering into it a coded identifier. This password will be different for each person authorized to make TERP-III "talk."

As TERP's chief promoter at State, deputy assistant secretary Branch wants to place the speedy, hoarding, tight-lipped *wunderkind* at as many Foreign Service posts as possible. He hopes, by the end of the year, to have a total of 73 in the field. Within the same time frame, he plans, too, to upgrade all TERP-Is to TERP-IIs, and some TERP-IIs to TERP-IIIs. Bonn itself started with a TERP-I in 1979, graduated to a TERP-II the following year, then to the TERP-III just last May.

Smart as it is, the TERP-III is oblivious to where it is assigned. It might find itself at a "glamour" post, Mr. Branch says, but only if that embassy or consulate is in the "high threat" category. Otherwise, the TERP-III will follow the Foreign Service people who are assigned to the "hardship" posts and other less desirable places.

The bowstring: High Speed

Also, virtuoso that it is, TERP-III is incapable of a sustained solo. It needs the rest of the "orchestra" that Mr. Branch conducts. It needs, particularly, that bowstring stretching across the Atlantic. The bowstring has a name; it is called the High Speed Circuit Upgrade or, simply, High Speed. When Mr. Branch twangs High Speed, he doesn't do so merely for the enjoyment of the people at State. He does it also to serve officers of nearly 50 other U.S. Government agencies who are assigned to Foreign Service posts. Their overseas communications are managed by State. (As a Department of Agriculture official wrote recently, U.S. farmers "have an urgent need to know what's going on in the world's agriculture. What happens this morning in London or Brazil can have a big impact on prices this afternoon in Manhattan or Decatur.")

Without this fast track provided by High Speed for Bonn and other major posts, their TERPs would be galloping furiously in place. For just as the TERPs have been sending the 100-word-per-minute Model 28s back to the stalls, High Speed has replaced the circuitry that used to transmit only at ol' Dobbin's pace. High Speed was broken in as a 400-word-per-minute track by Mr. Branch and his staff. They keep revving it up, and hope to have it set for 1,600 before long.

As it begins to accommodate this four-digit pace, High Speed will rely less and less on its computerized storing-and-forwarding mechanism, which automatically sidetracks and holds up transmission of less important messages, giving those labeled Flash, Immediate and Priority a clear channel, in order of precedence. At about 1,600 words a minute, High Speed develops such momentum that telegrams are sent and received in an instant. The effect is "like talking on a telephone," Mr. White says, "except that we're dealing here with data communications and electronic signals, not voice."

'High Speed, where were you?'

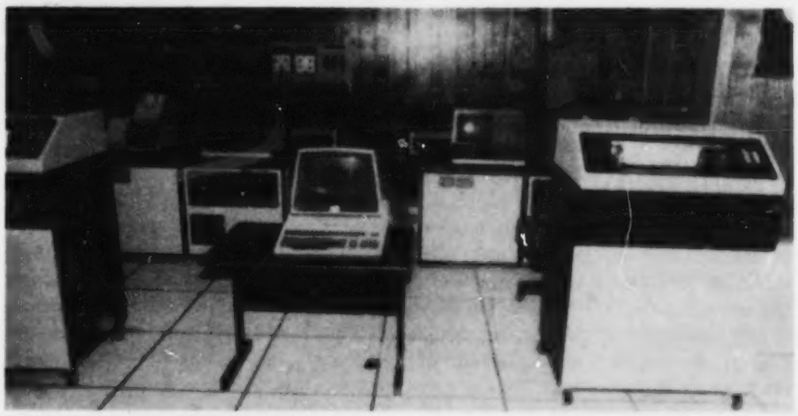
Mr. White stands in awe of High Speed. It recalls for him all the work it might have saved him, and the Department, had it been in operation at posts

At the High Speed multiplexer in Bonn, *Kenneth Erney*, right, has counted to 9. This was the number of combined communications channels then being accomodated on High Speed. With him is *Louis Giamporcaro*. (Photo by James P. Kelley)

where he served earlier in his career. "When I was in Moscow, the communications traffic on that channel never stopped," he says. "It would become so saturated that we would have to stop sending routine messages for days at a time. Washington would say: 'We'll advise you when you can start sending again,' and we'd be sitting there with buckets of perforated tape, waiting to transmit. It was still that way when I left in 1977. And, in London, I remember how we would leave at 11 o'clock at night with our machines on automatic, still sending. Then we'd come back at 7 in the morning, and there were still 200 messages on the floor that we'd have to get out before the embassy opened for a new day's business. That's how it was at 100 words per minute. We're much better off now at a lot of posts, but we've never yet reached a new plateau of speed where we can stop and relax. Our cable traffic keeps growing." (The Department's communications system now handles some 5 million cables annually.)

So High Speed, by living up to its name, helps the Department to keep pace with its growing responsibilities. Like TERP, though, it can boast of other capabilities as well. It has displaced not only some slower cable channels formerly used by State; it has also elbowed aside (with good riddance) separate, individual channels used by the other U.S. Government agencies for point-to-point communications. High Speed combines all these channels into one—the bowstring. The advantages are: (1) The single line shared by all agencies is more easily maintained, and troubleshooting can be focused. (2) The messages are more easily coded for purposes of security. (3) High Speed is more economical. With its maximum capability fully realized, the 19 channels combined into one would cost only $2,000 to $3,000 more to operate per year than just one of the old slow-speed channels used to cost.

High Speed is still an infant—some 20 months old. The first installation of its kind was at London in September 1980. Today, London and Bonn are among 12 posts with High Speed, and about 30 more installations are contemplated as part of a five-year program. Others in the High Speed club are Paris, Brussels, Bangkok, Tokyo, Manila, Ottawa, Moscow, Rome and Vienna.



Inside the Bonn Automated Exchange
"It is uncommonly quiet."

Bonn's BAX

London and Paris are blessed with two High Speed circuits. In addition to the connection that each has with Washington, both are also tied individually to Bonn. The latter connections are not with the U.S. embassy itself but rather with a separate, unpretentious building a few miles away in this West German capital. This is the Bonn Automated Exchange, known as BAX—a facility unique in the world of the Foreign Service.

Mr. White would not have come to Bonn without visiting BAX. When he stepped into the building, he was in touch, as it were, with 108 other U.S. Foreign Service posts which BAX serves in one way or another. BAX is a communications nerve center. Bonn's High Speed circuit to Washington, for instance, is channeled through BAX. The facility is a storing-and-forwarding hub for diplomatic cable traffic, and for messages transmitted and received by the other U.S. overseas agencies. (Among communications people, it is known as BAX-II. BAX-I was activated in 1971, to be greatly expanded and upgraded only last April to BAX-II.)

Mr. White, of course, knew all this when he entered the spacious BAX building. Had he *not* known it, he—like this reporter for STATE, who accompanied him—would have found little inside so dramatic-looking as to tip him off to the importance of BAX. For a facility that handles all that diplomatic chatter, it is uncommonly quiet. Its up-to-date machinery makes no sound. The Americans there appear to be working in an environment of silence nearly like that encountered by astronauts on the moon. The BAX technicians can—and do—speak, laugh and otherwise have a good time but, inevitably, the sounds they make are puny in the face of the silent majesty of the giant computers there, in whose innards a veritable storm of electronic signals must be raging, all having come together here in a rush from distant places.

Washington's ATS

At the other end of the BAX-Washington High Speed line, in the State Department Communications Center, the lay visitor again finds himself in a strange new world. Here, on the fifth floor of the Department building, is the home of the new ATS-II (for automated terminal station). When Mr. Branch threw a switch to inaugurate it a little more than a year ago, on January 24, 1981, there was no fanfare, no ceremony. It was business as usual without even a pause, as the old system stopped sending and receiving and the new one continued to send and receive, by itself. To assure that there would be no hiatus, the new one had come on line earlier and was operated for a while in tandem with the old.

As in the cosmos, then, there is perpetual motion here. The behemoth-like computers whir away every minute of every day of the week. Humans gaze endlessly at screens, to find out what the nonstop computers are saying. As at BAX, a heavy door opens at one point for the visitor. Then it closes behind him as he waits with his escort, in a small space, for a second heavy door in front of him to swing open.

The people working elsewhere in the Department building, on the floors above and below, have no idea what is going on here. Given a tour of the place, they still would not know—unless they could comprehend the technical information provided by their guides. But perhaps it is sufficient just to be aware that this is the place where, on any given day, some 10,000 diplomatic messages are being switched between the Department and the field. Half of the messages involve one post "talking" to another, with Washington acting as relay. The other half are incoming telegrams intended either for State, where there are perhaps 150 primary addressees, or for any one of—or a combination of—50 different U.S. Government agencies, including the White House.

Communications chief *Stuart E. Branch* in the Department's automated terminal station. *(Photo by David M. Humphrey, Visual Services)*

Blitzing into the bureau

Among the primary addressees at State is the Bureau of European Affairs, which itself comprises a small universe. The bureau has 58 sub-addressees. One of them, for example, is the West German desk. So the cable originated in Bonn by the eager TERP-III goes first to BAX-II in Bonn. . .

—Then, via High Speed, to ATS-II in Washington. . .

—Then to the European bureau via ATS' automated reproduction and collating system (called ARCS) and ATS' automated message analysis and distribution system (called AMADS). . .

—Then, finally, from the bureau's own message center to the desk officer for Bonn.

This seems, on paper, to be enough switching to negate all the blitzing by TERP-III and High Speed. But the fact is that the messages zip from place to place electronically—more quickly than it takes to read this description of the routing.

The straightaway

The latest spurt built into this system comes now at the very end of it—in that segment that routes cables from the European bureau message center to the desk officer. This is the straightaway dominated by REARCS, son of ARCS. REARCS (pronounced RE-ARCS) is the *remote* automated reproduction and collating system. From its sire it has inherited the ability, on receiving a telegram in the bureau from the Department's Communications Center, to:

—Ascertain quickly its order of precedence (Flash, Immediate, Priority or Routine), and whether it is an action or an information message. . .

—Print it out on a screen. . .

—Identify the bureau office to which the message was directed, and other offices for which copies should be made. . .

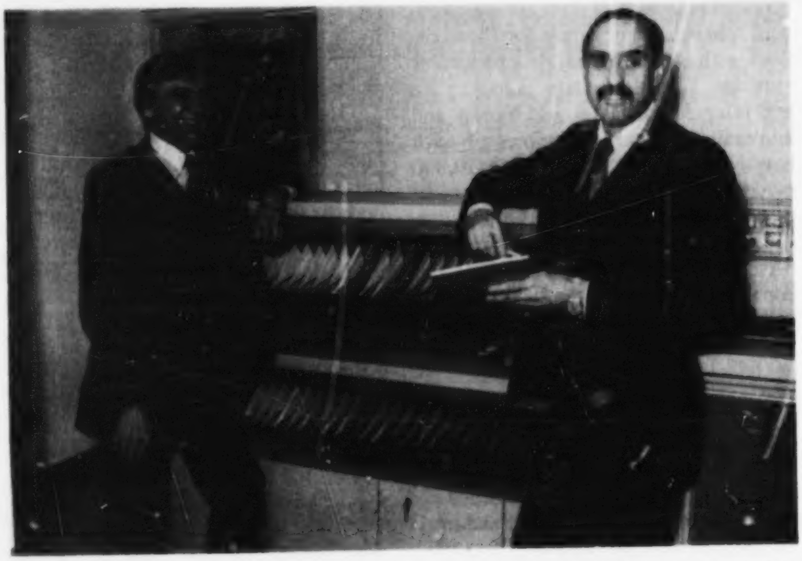
—Then, finally, automatically produce, collate and sort all the copies.

Riding the REARCS

The jockey for REARCS in the European bureau message center is tall, lean John E. Kutsmeda. He took charge after REARCS was introduced there in January 1980 (it was the first such installation in the Department; others have followed and will follow). As an experienced communications officer, Mr. Kutsmeda knows how it feels to hear a complaint generated by, say, a desk officer, who might insist he did not receive a copy of a particular cable.

So Mr. Kutsmeda braced himself when he was assigned to saddle REARCS. It would have been more appropriate, though, he knows now, just to relax; he had underestimated REARCS. He was not at all prepared to *not* receive complaints.

"I've gotten over it by now," he says, "but I used to think: 'Isn't *something* going to go wrong? Aren't we going to have *one* bad day?' Sure, we've had our share of problems here, but nothing at all that could be attributed to the basic REARCS system. We just keep rolling along here, picking up momentum all the time. Fourteen months ago, 900 telegrams were coming into this message center every day. That traffic has increased more than a third. We're now processing 1,300, without having increased our staff. And we're still clearing our work every day. By the time we leave here at 5 o'clock every day, all the telegrams have been forwarded to the appropriate bureau offices. We're all cleaned up."



In the European Affairs message center, *Dick Bowers*, right, confers with *John E. Kutsmeda*. *(Photo by Glenn E. Hall, Visual Services)*

Whew!

REARCS begins each day with a flurry. It disposes of every task in sight so quickly that, toward the end of the day, it sits panting, as it were, waiting for the next thing to do. "Normally, about 650 cables have accumulated here overnight when we open for business at 7 in the morning," Mr. Kutsmeda says. "By 8:15, all the action ones have been processed, and they're waiting to be picked up by the ultimate addressee. Under the old system, we wouldn't reach that point until maybe 10 a.m.—and, even then, only when things were going well. From that point at 8:15 in the morning, the six of us here keep working on the backlog and, by 2, we've cleaned it up, together with all the stuff that's come in in the meantime.

"Look. Here are the records for each day. Let's just pick one at random. On December 8 we started the day with 546 telegrams that had come in overnight. We reached zero status by 1:50 p.m. By that time, we had taken care of the 546 plus 510 others that came in during the day until 1:50 p.m. You can see that a few more kept dribbling in after that. We just took those as they came, and we were still at zero status when we left for the day."

The olden days

This is not the way it used to be. Every week, there would be a backlog. Employees in the message center would work a total of some 30 hours' overtime to catch up on weekends, in the hope of clearing the decks at least partially for Monday. But now, under REARCS, there is no catch-up work.

REARCS is responsible for other

economies as well. It does not waste paper; it makes copies only for those offices with a real interest in a particular message. The old system, handling its 900 telegrams a day, would blindly and automatically make 12 copies of each one—for a total of *more than* 10,800 pieces of paper (many telegrams ran to more than one page). REARCS, handling 1,300 messages a day with wondrous insouciance, stingily targets the copies. As a result, only 8,000 are produced—against the old system's 10,800—for an average of seven copies per telegram. And most of the messages are produced on a single sheet of paper.

Who 'lost' the message center?

Conceived, nurtured and trained by the communications personnel at State, REARCS prefers to remain in that stable. So the European bureau message center, administratively, is no longer part of the European bureau; it is now an outpost of Mr. Branch's Office of Communications, in the Bureau of Administration. In bureaucratic terms, then, who "lost" the message center? (as in "Who Lost China?") It was bureau executive director Charles R. (Dick) Bowers and his predecessor, Donald C. Leidel.

"I can do without that turf," says Mr. Bowers. "We don't need turf—we need telegrams. We need them very quickly, we need certain copies and we need them properly sorted and distributed. That's what we're getting under REARCS, with the help of Stu Branch and John Kutsmeda. If the system is better operated by them as experts, than by us, that's fine. It's still in our space in the building, and we're still paying a lot of the expenses. But it's been worth every penny of it.

"I suppose you can say we've lost control in that the employees in the message center can no longer be hired, fired or promoted by EUR, and this office doesn't establish the work schedule. But then again, I don't have control over the Department motor pool, either. My only concern there, really, is that the cars, for example, get the assistant secretary up to Capitol Hill on time, and so forth."

Schlepping along

As a jogger, and a marathoner to boot, Mr. Bowers is a ready advocate of huffing and puffing—but for the human body, *not* for a diplomatic communications system. He recalls, for instance, before REARCS, when telegrams seemed to be arriving in his bureau's message center at a speed not much better than his jogging pace. "We have 86 posts," he says, "by far, more than any other geographic bureau. You can imagine all the cables that generates for us. We used to have, literally, stacks of cables on the floor at the message center. A post would contact me by telephone and say: 'We already sent you a telegram on that. Go look for it.' So we'd go to the message center to try and find it, and there'd be a stack of, say, 100 Immediates just sitting there. We'd thumb through them, and ours would be maybe the 87th from the top of the pile. What a waste of time! Or the telegram would be on more than one page, and the second page would be missing, so we'd have to look for it. Right now, this kind of thing just doesn't happen anymore. We seem to be getting everything right away. When I was the deputy executive director, I used to average maybe five hours a week on the message center, trying to resolve the problems. Now, Day Mount, my deputy, hardly ever has to go there. Whatever problems do develop are taken care of through a quick phone call to John Kutsmeda."

There are many ways to time REARCS' performance, but there is one measure of it that is particularly pleasing to Mr. Bowers. The Immediate messages that go to the bureau go, too, of course, to the Operations Center, in the Secretary's area. Before REARCS, the bureau's first alert to an Immediate would often come through a telephone call from an Operations Center watch officer, who would see it first. Now, on most occasions, the bureau itself sees it first. By the time the watch officer calls, the bureau has had the message, via REARCS, for up to 40 minutes, one study has shown, and is already acting on it.

A REARCS in *your* future?

The Operations Center is getting its own REARCS, probably within a year. The Bureau of African Affairs already has one, and the Bureau of Inter-American Affairs expects to have one in operation before long. The Bureau of East Asian and Pacific Affairs has purchased the equipment, and hopes to be making use of it by the end of the year. The cost, including site preparation, is about a half-million dollars. REARCS must be cooled by special air-conditioning; floors have to be raised so the conduit and wiring can go underneath.

So far, a total of 16 message centers in the building have been surveyed for REARCS installations.

'Freeing of the mind'

"It'll be a good thing for everybody in the Department," says Ambassador Richard D. Vine, who used to be the principal deputy assistant secretary in the European bureau during the horse-and-buggy days of communications there (he's now director of the Bureau for Refugee Programs). "All this stuff like TERP and REARCS does, of course, run into cultural resistance. Some people fear that a machine will displace them. But there's another way of looking at it. I believe that people should not have to do work that is repetitive and boring. These new systems can free them to use their brains on other work, and that brings a freeing of the mind and of the human spirit."

It was in the cause of the human spirit, then, that Mr. White went to Bonn. He did not define his mission in those terms, of course, and the people he saw in that capital must have had more mundane thoughts, too. But others in the Department, on thinking about it, probably would also subscribe to Mr. Vine's formulation.

—Sanford (Whitey) Watzman ■

News Highlights

Health plan 'open season' set for May

The U.S. Office of Personnel Management (OPM) has announced an open enrollment period for federal workers and retirees in the Federal Employees Health Benefits Program, May 3–28. Enrollment changes will be effective on July 1 for annuitants, and on July 11 for most active employees.

During the open season, employees and annuitants will have an opportunity to change from one health plan or option to another, or move from a self-only enrollment status to a family status. Employees who are not presently enrolled in the program will have the opportunity to enroll.

Health plan brochures, instructions and a booklet containing charts comparing coverage offered by the various plans in the program are to be distributed. Tentatively scheduled is another open season later this year. It would run from November 22 through December 10.

OPM had considered applying several new conditions to employees who switch plans during the open season. It has now decided not to impose them. They were: (1) transfer fees; (2) excluding from coverage certain preexisting medical conditions; and (3) requiring employees to meet deductibles of both the old and new plans. OPM has now determined that employees who have paid all or part of the deductible in their current plan will have that amount credited to the deductible of their new plan.

The decision to hold an open season was made following administrative hearings. "Testimony gathered at these hearings demonstrated that conditions today are substantially different from those of November 6, 1981, when OPM announced postponement of the open season originally scheduled for November/December 1981," OPM said. "Legal challenges to benefit and premium packages negotiated by OPM have now been settled in the agency's favor. The new contract year is well under way, and enrollees have had a chance to adjust to new premium and benefit levels. And we are satisfied that the carriers who provide coverage will be able to handle a mid-year open season without facing a serious threat to their financial stability."

OPM in postponing the open season, cited pending litigation which made final benefit and premium levels uncertain; the unavailability of informational literature on benefits and premiums, which could not be printed until the court suits were settled; and questions regarding the financial stability of some carriers in the event of an open season under such circumstances.

The U.S. Court of Appeals for the District of Columbia upheld OPM's actions regarding rate and benefit negotiations on December 21, and upheld the decision to postpone open season in a decision issued on February 19. The February ruling held that OPM "had good cause" to postpone open season, and that it "acted in good faith." ☐

Public affairs spots for envoys, senior officers

Deputy Secretary Walter J. Stoessel Jr. wants ambassadors and other senior U.S. officials overseas to make themselves available for public affairs programming when they return to Washington. In this connection, bureaus at State have been told by Mr. Stoessel to consider such programming a regular part of the consultation schedules of the ambassadors and officers, particularly those accredited to nations and international organizations in the news.

"Seldom has the Department's public affairs effort been more important," says Dean E. Fischer, assistant secretary for public affairs and Department spokesman. "If we are to pursue successfully the difficult political and economic issues of the day, increased understanding and support of the American public is essential."

For effective programming, Mr. Fischer adds, the ambassadors and officers should inform his office of their availability "as much in advance as possible," by cable slugged for the Bureau of Public Affairs and the Office of the Director General and Director of Personnel. ☐

New office established in Near East bureau

A Multinational Force and Observers Office has been established in the Bureau of Near Eastern and South Asian Affairs, as the U.S. Government's focal point for support activities and liaison with a new international organization, Multinational Force and Observers. The latter was created to assist in implementing the peace treaty between Egypt and Israel. The United States is contributing civilian and military personnel, and is sharing in financing.

Headed by minister-counselor Robert S. Houghton, the new office will coordinate Government support functions and other aspects of U.S. participation. In addition, the office will recruit, screen and nominate qualified personnel from State, AID, ICA and other agencies, to serve as observers with the Multinational Force. ☐

Negotiators: legal office needs copies of documents

Offices involved in negotiating international agreements were reminded in a Department Notice issued March 9 to send copies of the agreement "promptly" to the Office of the Assistant Legal Adviser for Treaty Affairs. That office is responsible for complying with recent congressional mandates requiring, among other things, that such agreements be transmitted to Congress within specified time periods.

"Whenever a question arises," the notice said, "whether any document, including exchanges of notes or letters, constitutes an international agreement . . . the documents must be sent to [the legal office] for decision." The telephone number of the office is (202) 632-2772. ■

Appointments

Selwa Roosevelt: new chief of protocol

President Reagan has named Selwa Roosevelt as the new chief of protocol. She also will be nominated for the rank of ambassador. She succeeds Leonore Annenberg, who resigned.

Mrs. Roosevelt

Mrs. Roosevelt is married to Archibald Roosevelt Jr., a grandson of President Theodore Roosevelt. She was an honors graduate of Vassar in 1950, with a degree in international relations. She wrote a column for the Washington Star, entitled "Diplomatically Speaking," in which she covered the Department and the foreign diplomatic corps.

Mrs. Roosevelt interrupted her career to accompany her husband on various diplomatic missions. She has lived in Istanbul, 1951–1953; Madrid, 1958–61; and London, 1962–67. Since 1967, she has lived in Washington and has free-lanced for the Washington Post. In addition, she has written articles for many magazines, including Family Circle, McCall's and Town and Country. She became a contributing editor of the latter magazine three years ago. Her assignments have taken her to many countries in Europe, South America, North Africa and the Middle East. Mrs. Roosevelt has written about the art and significance of entertaining.

In 1961 she was a special assistant to the head of the National Cultural Center, which later became the Kennedy Center for the Performing Arts. She has served on the Citizens' Advisory Board of the Duke University Comprehensive Cancer Center for the past six years, and has written many medical articles, particularly about cancer and cancer research. She was invited recently to join the board of the American-Italian Foundation for Cancer Research.

Mrs. Roosevelt's special Washington interests are the Folger Shakespeare Library, where she serves on the council, and the Children's Hearing and Speech Center of Children's Hospital, where she was a board member for many years.

Mrs. Roosevelt was born in Kingsport, Tenn., on January 13, 1929. Her husband is a director of international relations for the Chase Manhattan Bank. They reside in Washington. ☐

Envoy rank for Gen. Ellis

President Reagan has announced his intention to nominate General Richard H. Ellis for the rank of ambassador, during his tenure as U.S. commissioner, U.S.-Soviet Standing Consultative Commission. He is a former head of the Strategic Air Command. ☐

Garrett named chief of security at State

Marvin L. Garrett, Jr., since 1980 assistant director for operations in the Office of Security, has been appointed deputy assistant secretary for security.

Mr. Garrett

Mr. Garrett has 30 years of security-related experience, beginning with his appointment as an investigator with the Civil Service Commission in 1952. After joining the Department as a special agent in 1966, he held security officer positions in Rio de Janeiro, Bonn and Saigon, and regional security supervisor responsibilities in Beirut, Karachi and Nairobi.

Mr. Garrett has twice won the Department's Meritorious Honor Award—in 1969, for his efforts in "implementing counterterrorism measures for the American diplomatic community" in Rio de Janeiro, and in 1975, for directing evacuation of the American embassy staff in Saigon.

He is the Department's reprresentative to the Interdepartmental Committee for Internal Security, and to the Security Committee for the National Foreign Intelligence Board. Mr. Garrett also is a member of the American Society for Industrial Security and the International Association of Chiefs of Police. He received a bachelor's from George Washington University in 1949. He is married to the former Donna Flanders. ☐

4 named to legal unit; Alan James is chairman

Four persons have been named to the Board of Appellate Review, an autonomous unit that has been placed administratively under the Office of the Legal Adviser. They are Alan G. James of that office as chairman, to succeed Julia W. Willis, who retired, and ad hoc members J. Peter A. Bernhardt and George Taft, both of the Bureau of Oceans and International Environmental and Scientific Affairs, and James G. Sampas of the Bureau of Administration. The board hears appeals on expatriation and passport matters, on decisions of contracting officers, and on determinations of loss of U.S. citizenship, among other things. ☐

Deputy post for Streeb

Gordon L. Streeb has been designated deputy assistant secretary for international economic and social affairs, in the Bureau of International Organization Affairs. ☐

Arms control post

President Reagan has announced his intention to nominate Manfred Eimer as an assistant director of the Arms Control and Disarmament Agency. Mr. Eimer, who has been with the agency since 1973, would head the Bureau Verification and Intelligence. ☐

Great Lakes fisheries

President Reagan has appointed William P. Horn, deputy under secretary, Department of the Interior, as a commissioner in the U.S. section, Great Lakes Fishery Commission. ■

Honors and Awards

Milam of economic bureau wins $5,000 James Dunn Award

William B. Milam, director, Office of Monetary Affairs, Bureau of Economic and Business Affairs, is the winner of the $5,000 James Clement Dunn Award for 1981. He was cited for "superior capabilities as an economic/financial officer," in connection with "such central foreign policy issues as the situation in Poland and the broader context of East-West political and trade relations." A total of 31 officers were considered for the award by a special committee.

Mr. Milam

Mr. Milam joined the Foreign Service in 1962. He has served in the Department, Martinique, Monrovia and London. He became deputy director of the Office of Monetary Affairs in 1979. He was named director in August 1980.

The award was established with the assistance of Mrs. Vincent Astor and her son, Anthony D. Marshall, former U.S. ambassador to four countries. A foundation they headed gave the Department $100,000 in 1980 to endow the award. It is named in honor of an ambassador whose career in the Foreign Service spanned 37 years. He retired in 1956 with the rank of career ambassador and died in 1979 at age 88.

The Award is given to a Foreign Service officer of Class 1 (former FSO-3), "whose record of leadership, intellectual skills, managerial ability, and personal qualities most fully exemplifies the standards of excellence desired of Foreign Service officers." Eligible are officers nominated for the award, and also those in Class 1 who have received the Department's Superior Honor Award in the preceding year. ☐

Gerwe, Tobias cited for consular work

Ms. Gerwe

Ms. Tobias

Gretchen Gerwe of Embassy Islamabad and Barbara Tobias of Embassy Monrovia have been named the runners-up for the 1981 Consular Service Award.

Ms. Gerwe was cited for her "outstanding achievements in establishing and coordinating our program in Pakistan for the movement of Afghan refugees to the United States." Ms. Tobias was lauded for "her professionalism, her exceptional performance, her sense of fairness and balance, and for her outstanding management of U.S. consular interests." ■

YAOUNDE, Cameroon—Deputy chief of mission *David H. Shinn* receives Superior Honor Award from Ambassador *Hume Horan*, right. Others, from left, are *Michael Hilverding, Chris Costanzo, Jim Entwistle, Mrs. Shinn, Don Bandler, Debbie Malac* (partially hidden), *Gloria Becker, Duane Sams.*

On The Job—I

Q—Is there a limit to what women can do?

A—No, only a speed limit

A WOMAN's WORK is—behind the wheel?

Sure—why not?

The Department now has put its first woman in the driver's seat. The motor pool is all-male no more.

Sharon Simms, 23, is State's first female chauffeur. On the job for one month when this reporter went along with her on a ride to Union Station, Ms. Simms said she didn't know she would be "a first" when she applied for the job back in September.

"I wasn't surprised though," she said. "I was working for the Pentagon in the data processing center, and I was looking for a new job. A friend who worked in the motor pool there mentioned that there weren't many female chauffeurs in the Government. So when I ran across an advertisement for this job here at State, I decided to apply."

But her reason for wanting to be a chauffeur had little to do with the male/female ratio. "I like being outdoors," she said, "and I was interested in meeting VIPs. And I have met some. So far, I've driven for assistant secretaries, ambassadors and a senator. I've lived in this city all my life, but I'm learning where a lot of places are that I never knew existed, like the Metropolitan Club, the Army and Navy Club and the Cosmos Club."

As to being the only woman in a motor pool of men, Ms. Simms said: "I thought I would enjoy it, and I do. But this isn't the first time I've worked around so many men. I used to work summers at the Smithsonian as a security aide. I was one of a very few women there."

Her passenger to Union Station that day was Bill G. Salmon of the Office of the Under Secretary for Security Assistance, Science and Technology. Asked how he felt about riding with a woman driver, he said: "Actually, I prefer it. I generally prefer the company of women."

A question that never clutters Ms. Simms' mind in the mornings is: "What shall I wear to work today?" Her work clothes are the same every day—navy blue slacks, blazer and vest. "The men's uniforms are the same as mine—but gray," she said. "And they have to wear a tie. I don't, unless I want to."

Ms. Simms' workhours often extend into the evening, and sometimes spill over into the weekend. "When the Secretary goes out or comes back to town, we're really busy," she said, "because of all the people that travel with him. I've already worked two Saturdays and two Sundays in this first month. But the overtime doesn't bother me—not yet, at least."

Weaving through Washington traffic doesn't bother her either—not yet, say the other drivers. They insist this will change. "Wait until summer, when the tourists are in town," they tell her.

Although Ms. Simms will always have been State's first female chauffeur, she probably won't be the only one for long. There are other applications in the mill.

—Story and photos by

DONNA GIGLIOTTI ☐

On The Job—II

Q—But what if the 'woman' is elderly?

A—Then Luen Fat might help her

By Josephine, as told to James D. McHale and Thomas Solitario

Mr. McHale is the public affairs man and Mr. Solitario the administrative officer at the U.S. consulate general in Hong Kong. In the February 1981 issue, they teamed up to do a biography of Bruno, the celebrated watchdog there, who has since died (July, Page 75).

GROWING OLD with grace and dignity is not easy. Lord knows, I've tried! But the bolts wear down, the ignition won't turn over, the rust sets in . . .

Yes, age has caught up with me. My beauty has been desecrated by Father Time. But, when I was young . . . yes, I was a beauty. A generation of U.S. Foreign Service folks still remember me as I was—with my shining white exterior, my whitewall tires, my green leatherette interior, my automatic drive, my stereo radio . . . I could go on and on. That was the way I looked when I emigrated from Australia to Hong Kong, in September 1965. I could have had my pick of paramours. (I am pleased to call them paramours; you might call them drivers.)

I could feel the envious stares as I was driven through the winding, hilly roads here, in those early years. But now, 16 years later, even my memory begins to fail. Who *were* my paramours? Was it Charles Baquet III in 1974? Connie Hughes in 1975? For 1977 I seem to remember Beverly Williams. Anyway, since 1979, I have been living with Tom Solitario. He's no great lover, but he's a very kind man.

I'm afraid I have quite forgotten my earlier lovers. Whoever they were, in the end, they left me. You see, I have one great failing, I must confess: I'm a right-hand drive. Who wants to take a right-hand drive out of Hong Kong? Nobody! There you are. Each of my paramours sold me to the next before moving on.

Here's the ol' beaut' before she was mugged. *Mr. Solitario* is at the wheel (remember: she's a right-drive, right?); *Mr. McHale* is standing.

Now I'm old and tired. Honestly, I don't think I can attract another lover (no offense, Tom). I've been relegated to the status of "second wife," a *xiao tai tai*, a "concubine"—whatever term you prefer. I don't mind playing this role—as long as I'm not *completely* ignored . . .

Still, I can't help but feel a little jealous. Who wouldn't? I find myself left at home alone for longer and longer periods of time. It's hard on my ego. I keep telling myself, though, that even as a has-been, it behooves me to turn in a good performance, whatever the occasion.

Then a couple of weeks ago, ignominy of ignominies! Tom turned on my ignition, and I sputtered. I stalled. This had never happened to me. Then, just the other day, an even more embarrassing situation . . .

It was an official buffet-reception. One hundred guests were invited. There was a bustle of activity at Tom's place: food, drinks, ice, glasses, dinnerware. I was on call. My mission was a critical one: I was told to transport the ice. Halfway up the hill, on my return run, I coughed. I jerked. I stalled. Traffic behind me began to pile up. I could feel myself sweating or was it the ice melting on the back seat? You know what? I was out of gas. Nobody had paid attention to the fact that my gas gauge stopped functioning weeks before. Well, I showed my class and resourcefulness. I coasted to the bottom of the hill, straight into a gas station. The attendant knew me right away. They all do. He filled my tank, and I did deliver the ice, just in the nick of time.

But I'm not kidding myself. I know my days are numbered. "They" can no longer rely on me; I am outliving my usefulness. How do I know this? Because my problems are multiplying.

The auto insurance company has rejected me for re-insurance. Some stupid law about vehicles more than

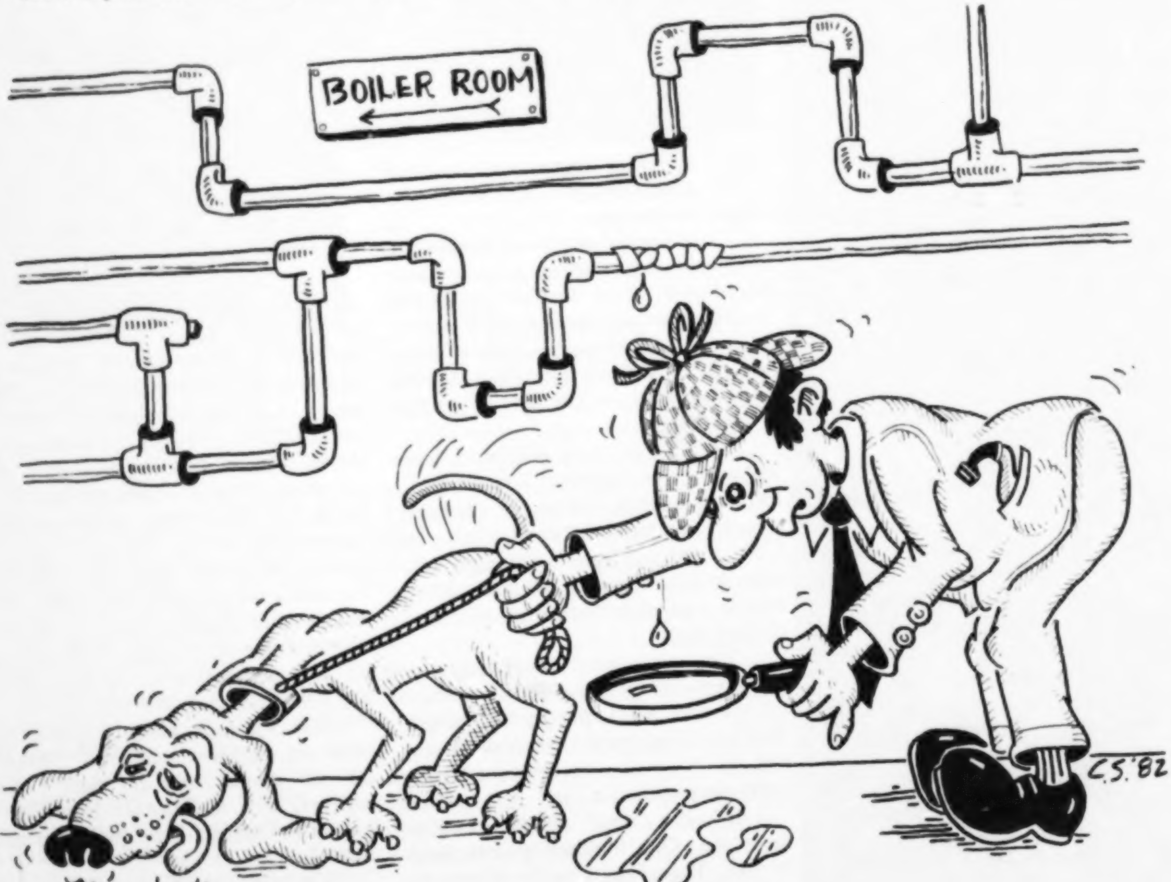
15 years of age being uninsurable. Ever hear of such a thing? Yet, so far, my luck has held. When the company president was told that this would mean the junk heap for Josephine (that's me), he said: "Josephine? Did you say Josephine?" Yep. He knew me. I was issued insurance on the spot.

Of course, my old friend, Luen Fat, the mechanic from Kowloon, may have helped a little. Mr. Fat was called in to offer bona fides on my performance and my insurability. He has been my family doctor for years, and knows all my idiosyncracies, so his testimony was considered crucial. He insisted to the insurance company president that I was "100% dependable." Thank goodness for Luen Fat! He knows all my symptoms better than any of the so-called modern computer-diagnostic testing centers.

But wait. My troubles aren't over. The other day, would you believe it, I again found myself in an embarrassing situation. For no apparent reason I was breaking wind at regular intervals. I could not control myself. Mr. Fat was called in, and he immediately diagnosed the problem: my muffler needed repairs. He put one of his special bandaid-type wraparounds on the weakened area, and that helped a great deal.

Then, on the day I posed for a picture with my biographers someone mugged me from behind in the consulate general parking lot. Of course, the mugger claimed I had been backed into *him*. What a nerve! It was my word against his.

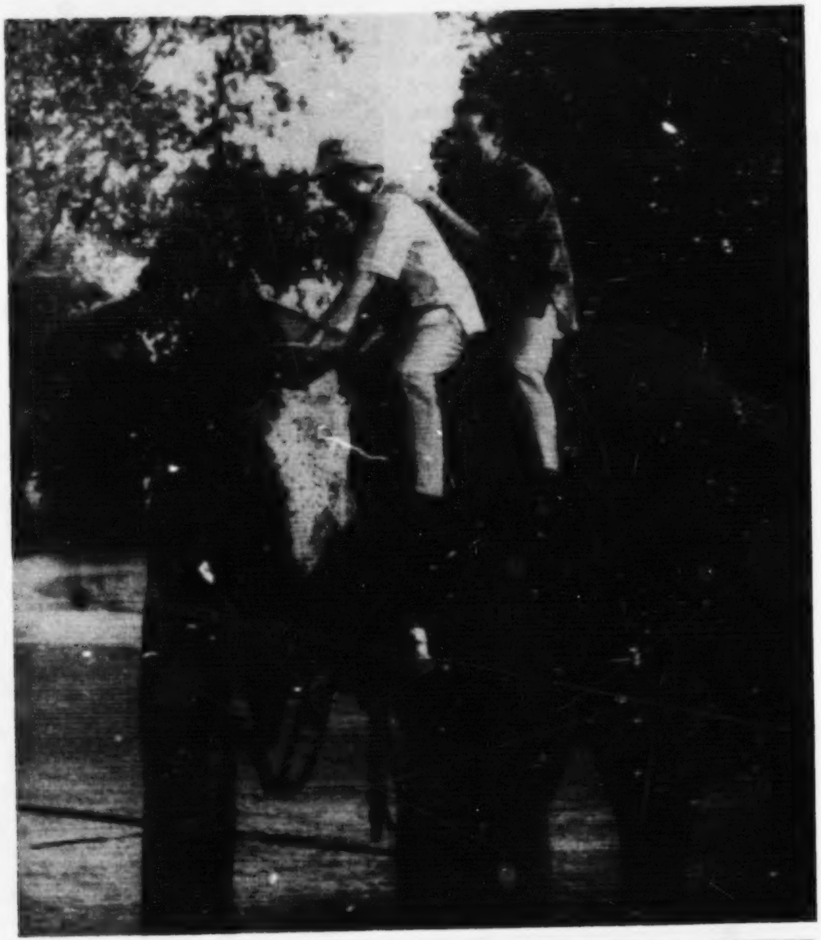
But enough of my "auto" biography . . . I've enjoyed the good things of life, and will leave this world without regret. To all my lovers and friends everywhere, to whom I have always tried to give passionate and devoted service—and to all the "Josephines" around the globe who, like me, have carried a generation of U.S. Foreign Service folks on to bigger and better things—fare thee well! As I go to my final resting place, fare thee well. And again, fare thee well . . . ■



"How elementary, my dear Toby! It's the Departmental LEAK!"

Hail and Farewell

COLOMBO, Sri Lanka—Ambassador *John H. Reed*, after presenting his credentials to *President Jayewardene*, left. With them is deputy chief of mission *Herbert G. Hagerty*, and *Mrs. Reed*.



COLOMBO, Sri Lanka—Ambassador *Donald R. Toussaint*, right, and deputy chief of mission *Herbert G. Hagerty* on a test drive of *"Tiny Toussaint,"* an elephant "presented" to the Toussaints as a gag gift at an embassy barbeque in honor of their departure after two years here. ■

The Eighth Floor

Fine Arts Committee gets gifts totaling nearly $3 million

Many objets d'art are contributed to Diplomatic Reception Rooms

GIFTS to the Diplomatic Reception Rooms totaling more than $1,500,000 in museum-quality furniture, oil paintings, Oriental rugs, antique silver and other objets d'art—and of more than $1,411,000 in cash—were announced by the Department's Fine Arts Committee at an evening reception hosted by Secretary and Mrs. Haig on March 5.

Greeting the 500 "donors and lenders" in the John Quincy Adams State Drawing Room, besides the Haigs, were Chief Justice and Mrs. Warren E. Burger. Mr. Haig thanked the guests for their contributions to the Americana Project, and for transforming the rooms into "a showcase of America's heritage." The Secretary noted that more than 50 heads of state had visited the rooms during the past year, and that many commented on U.S. cultural achievements. He asserted: "Mrs. Haig and I are proud to receive and entertain our country's distinguished foreign visitors in such a splendid and highly appropriate 18th-century setting."

The new lounge

Highlights of the evening included the formal opening of the Walter Thurston Lounge, named for the late ambassador to three Latin American nations, who bequeathed $125,000 for architectural improvements. The lounge has been completely remodeled with 18th-century furnishings, to conform with the other rooms on the eighth floor.

At the far end of the lounge is a Maryland Chippendale highboy, flanked by portraits of American Indians by George Catlin. In front of the settee, between two Philadelphia Chippendale armchairs, is a tea table attributed to the Townsend-Goddard cabinetmakers of Newport, R.I. The secretary-desk was made in Massachusetts, circa 1780.

The Fine Arts Committee, headed

The Burgers, **left, and** *the Haigs. (Photo by Robert E. Kaiser, Visual Services)*

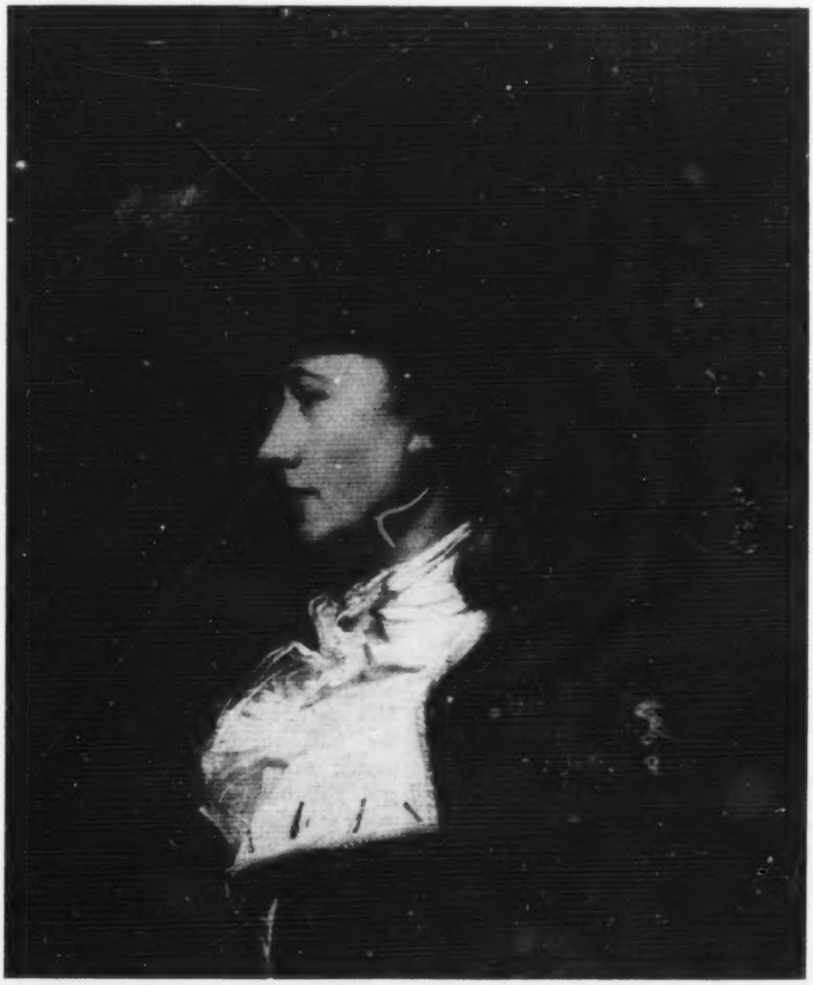
The new Walter Thurston Lounge. *(Diplomatic Reception Rooms photos)* by curator Clement E. Conger, also outlined plans for future architectural improvements in the James Madison Dining Room (also known as the Secretary's dining room), the James Monroe Reception Room and their foyer and hallway. Former ambassador to Switzerland Shelby Cullom Davis, with Mrs. Davis, have given $100,000 toward these projects. In addition, the committee is seeking $950,000 to help defray the cost of other major improvements in the Secretary's office, the deputy secretary's office and the Secretary's reception area on the seventh floor.

Paintings

The newly-acquired paintings include a life portrait of Thomas Jefferson, by Thomas Sully, painted in the spring of 1821 at Monticello, about five years before Mr. Jefferson's death. The painting had been purchased by the committee last year for $220,000. Mr. and Mrs. Fred T. Couper Jr., of Houston, who contributed $202,000 in 1981, gave the painting to the Department for its permanent collection. The work is on view in the Thomas Jefferson State Reception Room.

Another acquisition is an oil portrait of George Washington, by Gilbert Stuart. This is similar to the "Athenaeum" portrait of the nation's first president. It shows Mr. Washington facing left, wearing a black coat, full neckcloth and lace jabot. The gift of Mrs. Robert Gregg Stone, of Dedham, Mass., it is now on view in the Gallery.

Also in the Gallery is an oil portrait of Mrs. John Montresor, by John Singleton Copley. The former Frances Tucker of Bermuda, Mrs. Montresor was the wife of the chief engineer in the British Army; he was stationed in New York. The oil shows Mrs. Montresor in a borrowed British Army officer's uniform; it was painted circa 1776–80. It is the gift of Mr. and Mrs. Richard I. Robinson, of Greenwich, Conn.



Mrs. John Montresor, by John Singleton Copley.

More portraits

Former ambassador to Honduras and Haiti Robert Newbegin, with Mrs. Newbegin, donated a miniature portrait of General Josiah Harmer, by Raphaelle Peale. The general commanded the first regiment of peacetime troops raised in U.S. history (1784). He also served as a courier in carrying ratified copies of the Treaty of Paris, which ended the American Revolution. The miniature, water color on ivory, is on view in the Thomas Jefferson State Reception Room.

A pair of portraits of Presidents James Madison and John Quincy Adams, by Charles Bird King, were given by Mr. and Mrs. David S. Ingalls, of Shaker Heights, O. The portraits were painted in Washington in 1826, and have been in the family of Marquis de Lafayette. They are now in the Secretary's office.

A portrait of Robert L. Livingston, attributed to Thomas Sully, and another portrait of Stephen Van Rensselaer, attributed to Gilbert Stuart, are in the Walter Thurston Lounge. Both are gifts from Dr. Bayard Clarkson, of Long Island, N.Y.

Other major paintings

Other major paintings acquired in 1981 include "The Capitol," attributed to Victor de Grailey, circa 1826. It is the gift of the Monica and Herman Greenberg Foundation, Washington, and is on view in the Entrance Hall. An oil portrait of DeWitt Clinton, by John Trumbull, is the gift of Senator and Mrs. William H. Hernstadt of New York. It was painted about 1807, when Mr. Clinton was governor of New York. It is in the Jefferson Room.

John A. Hill, of Nashville, gave a painting, "Crossing the Continent—the First Train," by Henry Farny. This is one of a series of paintings Mr. Farny did while on a trip west in 1883. It shows an engine and train moving on the track as Indians on horseback, Chinese construction workers and the train's crewmen watch with interest. The painting is in the Thurston lounge.

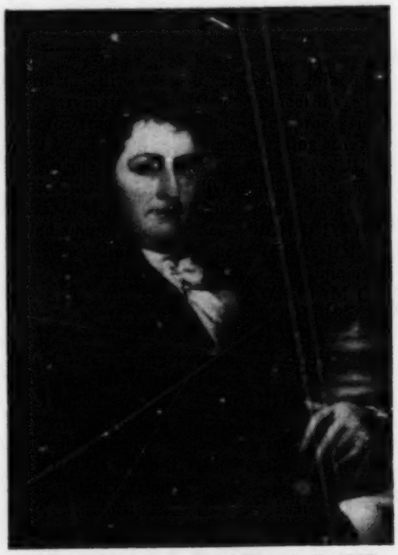
'Waterfalls'

Other new acquisitions include "Waterfalls," by John Frederick Kensett, circa 1853, the gift of Mr. and Mrs. Joseph M. Bryan, of Greensboro, N.C. It is in the Benjamin Franklin State Dining Room. Another painting, "Grand Canyon of the Yellowstone River," by Frederick William Billing, circa 1891, depicts the grandeur of the canyon and the river. It is on loan from Mr. and Mrs. Harold Byrd of Dallas. The work is on view in the Secretary's reception room.

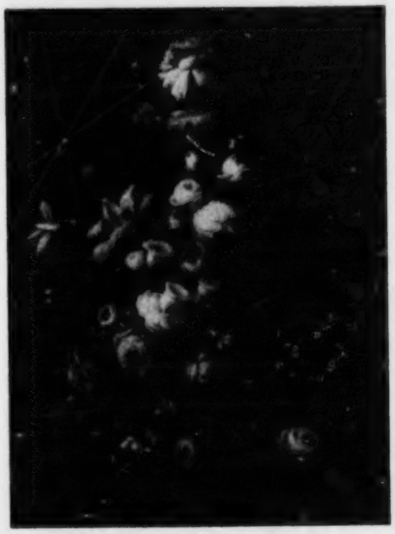
"Mount Chocorua and Railroad Train, New Hampshire," was donated by Mr. and Mrs. Ingalls for the James Madison Dining Room. An oil on canvas, "Still Life," by Severin Roesen, showing a bouquet of flowers and a bird's nest containing three eggs, is the gift of Mrs. Tomajean Akers Jobe, of Washington, and Mrs. Shirley Akers Lowe, Tasea Investment Co., of Chevy Chase, Md. It is in the James Madison Dining Room.

An aquatint

An aquatint, "Niagara Falls," by William James Bennett, shows the American falls, taken from Goat Island. It is the gift of Mr. and Mrs. John Howard Joynt, of Alexandria, Va. Mrs. Mildred R. Mottahedh, of New York, gave early colored engravings of the Port of Philadelphia, Boston and New York. They are in the Entrance Hall. Mrs. Jefferson Patterson, widow of the late ambassador to Uruguay, loaned many pieces of furniture, several paintings and engravings, and many other objets d'art.



DeWitt Clinton, by John Trumbull, 1807.



"Still Life," by Severin Roesen.

Mr. and Mrs. John L. Sanders, of Chapel Hill, N.C., gave a bronze portrait of Henry Clay, modeled by Thomas Dow Jones in New York, in 1851. The gift, in memory of Allard Kenneth Lowenstein, is in the James Madison Dining Room. Other gifts include an engraving, "Funeral Scaffold of a Sioux Chief," by Karl Bodmer, a young Swiss artist, in 1832. Donated by Dr. and Mrs. Stanley J. Sarnoff, of Bethesda, Md., it is in the Thurston lounge. A bronze, "Ballet Dancer," by Degas, was loaned by Louis E. Shecter and Mark Shecter, of Baltimore. Leland Webber, of Chicago, gave a copperplate engraving, "First View of the Battle of Patapsco Neck," by Andrew Deluc, 1814. This is a rare view of the battle which, inspired Francis Scott Key to write the "Star Spangled Banner." Mr. Deluc participated in that battle and made the engraving two weeks later. Mr. Webber gave the engraving in memory of Ellen Duer Webber. It is in the Entrance Hall.

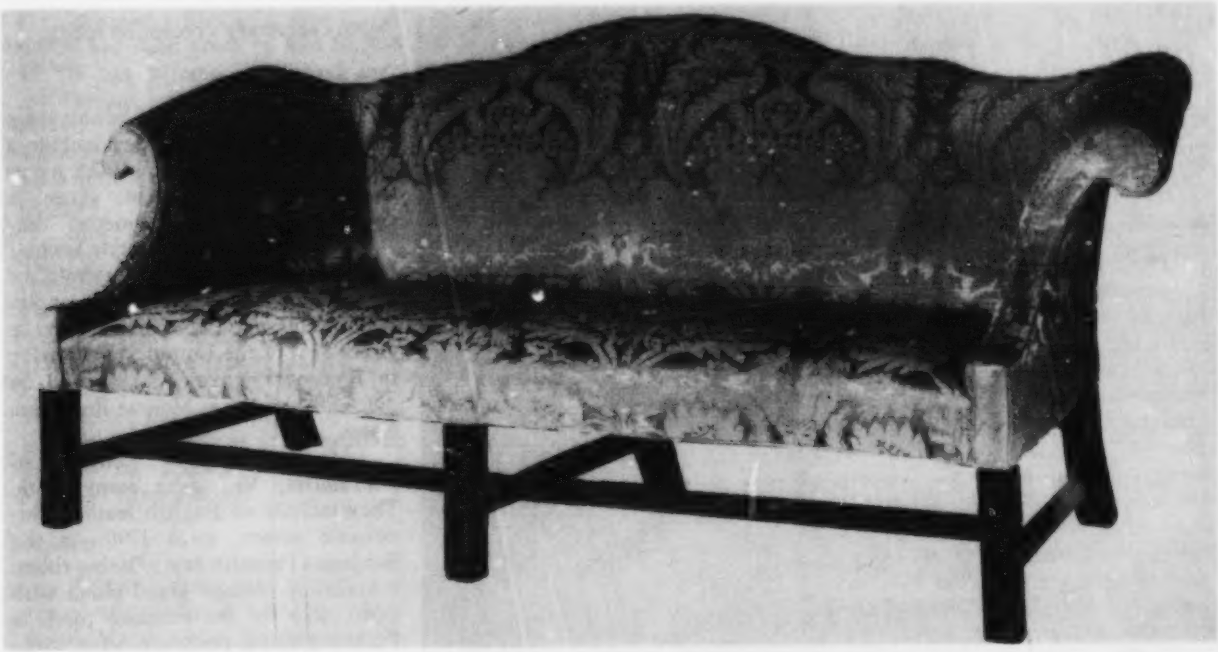
From Ambassador Terra

Ambassador-at-large Daniel Terra and the Terra Museum of American Art at Evanston, Ill., have loaned an oil on canvas, "The Promised Land—the Grayson Family," by William S. Jewett. It shows Captain Grayson and his family on the summit of the Sierra Nevadas, and, for the first time, viewing the plains and mountains of California. It was made in 1850. The painting is on display in the deputy secretary's office.

A bronze, "Riding High," by Lone Wolf, was given by Mrs. Augusta H. Hess, of Skytop, Pa. The work is said to be the best of the Lone Wolf bronzes. It shows a cowboy desperately holding onto a horse. It is in the Thurston lounge. A lithograph, "A Midnight Race on the Mississippi," by Currier and Ives, was given by an anonymous donor. It is in the Secretary's conference room.

Furniture

The committee also acquired



Philadelphia Chippendale mahogany camelback sofa, attributed to Thomas Affleck.

many pieces of 18th-century furniture for the rooms. These include a Philadelphia Chippendale mahogany highboy base, circa 1760–70, given by the National Fine Arts Association of Naples, Fla. Mrs. Kathryn J. Rundle, of Naples, a member of the Department's Fine Arts Committee and also director of the National Fine Arts Association, presented the gift on behalf of the association. The highboy base is in the Benjamin Franklin State Dining Room—near the original bust of Mr. Franklin, made from life in 1778 by French sculptor Jean Antoine Houdon. The bust is an earlier gift to the rooms from 16 prominent Americans, including Ambassador W. Averell Harriman.

Other major acquisitions include a Philadelphia Chippendale mahogany camelback sofa, attributed to Thomas Affleck—the gift of Mr. and Mrs. John A. McCone, of Pebble Beach, Calif. It is in the John Quincy Adams State Drawing Room. The Claneil

Walter Thurston: diplomat

Walter Thurston, for whom the new lounge is named, served as ambassador to El Salvador, Bolivia and Mexico in the 1940s.

Joining the diplomatic service in 1917, he held assignments in the Department, Berne, San Jose, London, Managua, Sao Paulo and Lisbon, until 1930, when he became chief of the Division of Latin American Affairs. He also served as chargé d'affaires in Costa Rica and Guatemala; deputy ambassador and counselor in Spain during the Spanish Civil War; counselor in Rio de Janeiro and Asuncion; minister-counselor in Moscow and minister to El Salvador. He retired in August 1953.

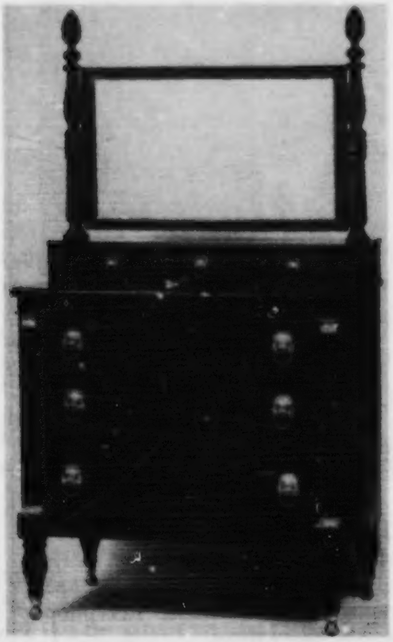
He was recalled back to active service the following October, as special assistant to the Secretary of Agriculture, and as U.S. director, Mexican-U.S. Commission for Prevention of Hoof and Mouth Disease.

Mr. Thurston died in a Gordonsville, Va., hospital on March 24, 1974, at the age of 78. He left no immediate survivors. He had visited the Diplomatic Reception Rooms many times.

Foundation, of Plymouth Meeting, Pa., gave a rare pair of French upholstered armchairs, by Thomas Affleck, circa 1770. These chairs belonged to Governor John Penn; they were purchased at the Penn sale of 1788. The chairs are in the Adams Room.

Mahogany dressing table

The J.S. Johnson and Barbara P. Johnson Fund, of Princeton, N.J., donated an Empire mahogany dressing table, circa 1815, on display in the Dolley Madison Powder Room, and a Philadelphia Chipppendale mahogany candlestand, circa 1760–70, for the Thurston lounge. The Robert J. Kleberg Jr. and Helen C. Kleberg Foundation, San Antonio, donated a set of six Sheraton mahogany side chairs, which match the set of 19 chairs presently in the James Madison Dining Room. A Philadelphia Chippendale mahogany tea table, circa 1770, was given by Henrietta B. Bachman, of Philadelphia. It is in the John Quincy Adams State Drawing Room. Mrs. Frank Dennis, of Washington, gave an English mahogany tea table, circa 1775, which will be used in Blair House, the President's guest house. A classical mahogany sofa, covered in original horsehair with brass tacking, circa 1830, was given by Mrs. Jean Chisholm Lindsey, of Laurel, Miss.



Empire mahogany dressing table.

Silver-covered sugar urn.

Charlotte E. Organ, of Washington, donated an American Hepplewhite cherry Pembroke table, circa 1790, on view in the James Monroe Reception Room, and a pair of American silver serving spoons, for display in the Entrance Hall. Mrs. Patterson loaned many articles, including a Sheraton mahogany side table, circa 1810, and an English Queen Anne walnut side chair, circa 1750. A Hepplewhite heart-back side chair, said to have belonged to George Washington, was the gift of Mrs. Richard J. Price, of Houston, in honor of Anne Price Billings. The chair is on display in the deputy secretary's reception room.

The Schley bequests

Denise V. Schley, of Washington, left several bequests. They include a carved wood mantle, circa 1825; a pair of English wall sconces, given in memory of Mrs. Antoinette Vary Wood; and a Queen Anne style lowboy. Dr. and Mrs. William B. Seybold, of Dallas, donated a mahogany Hepplewhite Pembroke table, inlaid with the Great Seal of the United States, made in Baltimore, circa 1800. It will be placed in the James Monroe Reception Room.

Mr. and Mrs. Conger, of Alexandria, Va., gave many gifts. They include an English leather Chinoiserie screen, circa 1790—in the Benjamin Franklin State Dining room; a Steinway concert grand piano with stool, also for the Franklin room; a French Empire porcelain vase, circa 1810—for the Secretary's office; and a pair of Delft tobacco jars, circa 1780, for the Henry Clay Dining Room.

Antique silver

The committee also acquired several pieces of antique silver. These include an American silver-covered sugar urn, with the initials "JJS." It was made by Joseph Richardson Jr. and Nathaniel Richardson in Philadelphia, in 1790. The committee also received a silver coffeepot made by Joseph Richardson, circa 1790–95. Both gifts were made by Mrs. Morris Hill Merritt, of Philadelphia; Mrs. Duffield Ashmead III, also of Philadelphia; and Mrs. Robert D. Langmann, of Farmington, Conn. The gifts are on view in the Entrance Hall.

Mr. and Mrs. Karl E. Miller, of Chestertown, Md., loaned an American silver coffee and tea service, by Charles Burnett, circa 1810–20, for the Entrance Hall. Mr. and Mrs. G. E. Altemus, of Marshall, Va., gave a set of four English silver two-arm candelabra, circa 1900, for the James Madison Dining Room. Mr. and Mrs. Joel Barlow, of Boynton Beach, Fla., donated a Sheffield wine cooler which had been given to Joel Barlow by Thomas Jefferson in 1807. It is in the Thomas Jefferson State Reception Room. Mrs. H. Dunscombe Colt, of Washington, gave a continental silver inkstand, circa 1768, for the Thurston lounge.

Mrs. Donald Sullivan, of Reading, Pa., gave a set of four Georgian candlesticks; one pair was made in 1763–64, the other in 1767–68; they are on display in the Gallery. Jay P. Moffat, a Foreign Service officer, gave a French Empire ormulu table service. The service was purchased by John Jay when he was minister to France. The gift is on display in the James Madison Dining Room

Porcelain

Among other new acquisitions are several gifts of porcelain. Mrs. Susan Mary Alsop, of Washington, gave nine rare pieces from the DeWitt Clinton service decorated with the initials DWMC, for DeWitt Clinton and his wife, Maria Franklin. These are on display in the John Quincy Adams State Drawing Room. The Consular Corps College and International Consular Academy, of Richmond, gave a pair of Chinese export porcelain vases which were converted into lamps. The vases, made in the late 18th century, are in the Secretary's office.

Mr. and Mrs. Kenneth Giddens, of Washington, also gave a pair of Chinese export porcelain vases converted into lamps. They were made in the late 18th century, and are on view in the John Quincy Adams Room. Mr. and Mrs. Robert K. Goldman, of Bethesda, Md., gave two Chinese export tea bowls, in memory of Ruth Kogod Goldman. Mrs. Patrick Healy III, of Chevy Chase, Md., donated a pair of Chinese export porcelain blue and white square vases, circa 1800, for the Thurston lounge. A Chinese export porcelain plate, decorated with the crossed flags of the United States and China, is the gift of Mr. and Mrs. Joseph D. Shein, of Philadelphia. It is in the James Monroe Reception Room.

DeWitt Clinton service of Chinese export porcelain.

Other furnishings

Also donated were dozens of other furnishings for the rooms, including Oriental rugs, antique looking glasses, hand-painted decorative wallpaper, brass candlesticks, French gilt bronze mantle clocks, American brass and iron andirons, and other objets d'art.

Dr. and Mrs. Arthur Mourot, of Alexandria, Va., gave an English 18th-century cut-glass two-tier chandelier, circa 1780. It was in "Oak Hill" in Loudoun County, Va., which was originally designed by Mr. Jefferson for James Monroe. The chandelier will be placed in the Henry Clay Dining Room.

Mrs. Richard Malcolm Cutts, of The Plains, Va., gave a lady's diamond and blue sapphire bracelet, to be sold later; the funds will be used to purchase Americana for the rooms. Mr. and Mrs. Aaron Goldman, of Washington, donated an American carved wood cigar-store Indian, entitled "Indian Princess," by John L. Cromwell. It is virtually a mate to another carved-wood Indian, "Indian Brave," by Mr. Cromwell, in the Smithsonian Institution. The "Indian Princess" will be transferred to the Smithsonian's National Museum of American History.

The $10,000-plus donors

Donors of $10,000 or more in 1981 included Mr. and Mrs. Couper, $202,000; Mr. and Mrs. Ingalls, $95,000; J. Aron & Co., Inc., New York, $54,000; Mr. and Mrs. Charles S. Bresler, Chevy Chase, Md., $50,000; the Claneil Foundation, Inc., Philadelphia, $35,000; Robert J. Kleberg Jr. and Helen C. Kleberg Foundation, San Antonio, $30,000; General Motors Corp., Detroit, $20,000; Mrs. Janet Annenberg Hooker, Palm Beach, Fla., $25,000; J.S. Johnson and Barbara P. Johnson Fund, New York, $25,000; Mr. and Mrs.

McCone, $27,000; Dora Roberts Foundation, Big Spring, Tex., $25,000; the Ruth and Vernon Taylor Foundation, Denver, $20,000; anonymous, $15,078; ARMCO, Middleton, O., $17,000; Miss Bachman, $15,000; Elizabeth Cheney, Oak Park, Ill., $15,000; Monica and Herman Greenberg Foundation, Washington, $17,000; Senator and Mrs. Hernstadt, $17,075; Mr. and Mrs. Henry S. McNeil, Plymouth Meeting, Pa., $16,000; Mr. and Mrs. O. Ray Moore, Atlanta, $16,000; National Art Association, Los Angeles, $13,000; Mrs. Benjamin C. Russell, Alexandria City, Ala., $15,000; Mr. and Mrs. Joseph M. Bryan, Greensboro, N.C., $14,000; Mr. and Mrs. A. Marvin Braverman, Washington, $10,515; Mr. and Mrs. Wiley T. Buchanan Jr., Washington, $11,421; Dorothy Jordan Chadwick Fund, New York, $10,006; Governor and Mrs. William P. Clements Jr., Dallas, $14,400; Dr. and Mrs. William D. Seybold, Dallas, $12,000; Mrs. Thomas L. Williams Jr., Thomasville, Ga., $12,804; Mrs. Thurmond Clarke, Newport Beach, Calif., $10,000; Dr. and Mrs. Donald R. Counts, Austin, Tex., $10,000; Mr. and Mrs. J. T. Dorrance Jr., Gladwyne, Pa., $10,000; Mr. and Mrs. Norman V. Kinsey, Shreveport, La., $10,000; the McNeil Consumer Products Co., Port Washington, Pa. $10,000; Mr. and Mrs. John McShain, Philadelphia, $10,000; Mobil Oil Corp., New York, $10,000; and SmithKline Corp., Philadelphia, $10,000.

Chinese export porcelain ginger jar, converted into lamp.

Looking ahead

The Fine Arts Committee's goal "is to assemble the finest examples of 18th and early 19th-century American furnishings and decorative objects," said Mr. Conger. "Gifts and loans of significant American period furniture, original oil paintings of early historic events, American landscapes, portraits of national figures prominent in early American diplomatic history, and examples of the decorative arts are desired. Official funds are not available for the prestige furnishings, paintings and decorative objects."

Contributions of furnishings or funds to the Department are tax-deductible. Inquiries should be made to the chairman, Fine Arts Committee, Room 8213, Department of State, Washington, D.C. 20520, telephone (202) 632-0298.

—Barnett B. Lester ■

Equal Employment Opportunity

State met its '81 hiring goal, Congress is told

Haig submits 5-year plan, as required by new Foreign Service Act

FOR THE FIRST TIME, the Department met its hiring goals under the Affirmative Action Junior Officer Program and the Mid-Level Hiring Program, Secretary Haig has reported to Congress. His report covered State's activities relating to recruitment and equal employment for fiscal year 1981, which ended September 30. In a related action, Mr. Haig also submitted to Congress the Department's new five-year Affirmative Action Plan—for the years 1981–86.

"It is my belief that the Department of State is obliged to set an example of equality and human dignity for all peoples at home and abroad," Mr. Haig noted in the report, made in accordance with the Foreign Service Act of 1980. After outlining efforts to make the Department and the Foreign Service "truly representative of the American people," he asserted:

"The Department needs the talents of the very best people to conduct an effective foreign policy. We are committed in principle and in practice to equal employment opportunities, equal pay, upward mobility and affirmative action."

Objectives of the five-year plan include: (1) making the Foreign Service representative of the American people; (2) increasing representation of women and minorities in targeted skill groups in the Civil Service; (3) arranging for training and other activities to make mid-level managers aware of their equal employment opportunity responsibilities; and (4) improving the operation of upward mobility and other programs aimed at providing opportunities for lower-level employees, many of whom are women and minorities.

The plan also calls for continuing Department affirmative action programs for both the Civil Service and Foreign Service: strengthening the Upward Mobility Program; a nationwide recruitment effort targeted on women and minorities; and upgrading the current workforce through better counseling, more training and additional programs on equal employment principles and goals for managers at all levels.

In his report, Mr. Haig noted that he had reaffirmed, in directives and speeches, the Department's fundamental policy of equal employment opportunity for all employees and applicants for employment. He said Under Secretary for Management Richard T. Kennedy has been given the day-to-day responsibility for administering the equal employment opportunity program, assisted by State's Office of Equal Employment Opportunity and Civil Rights. In addition, director general Joan M. Clark, "in carrying out her responsibilities for recruitment and hiring, has assumed a major operational role for affirmative action in the Foreign Service," Mr. Haig added.

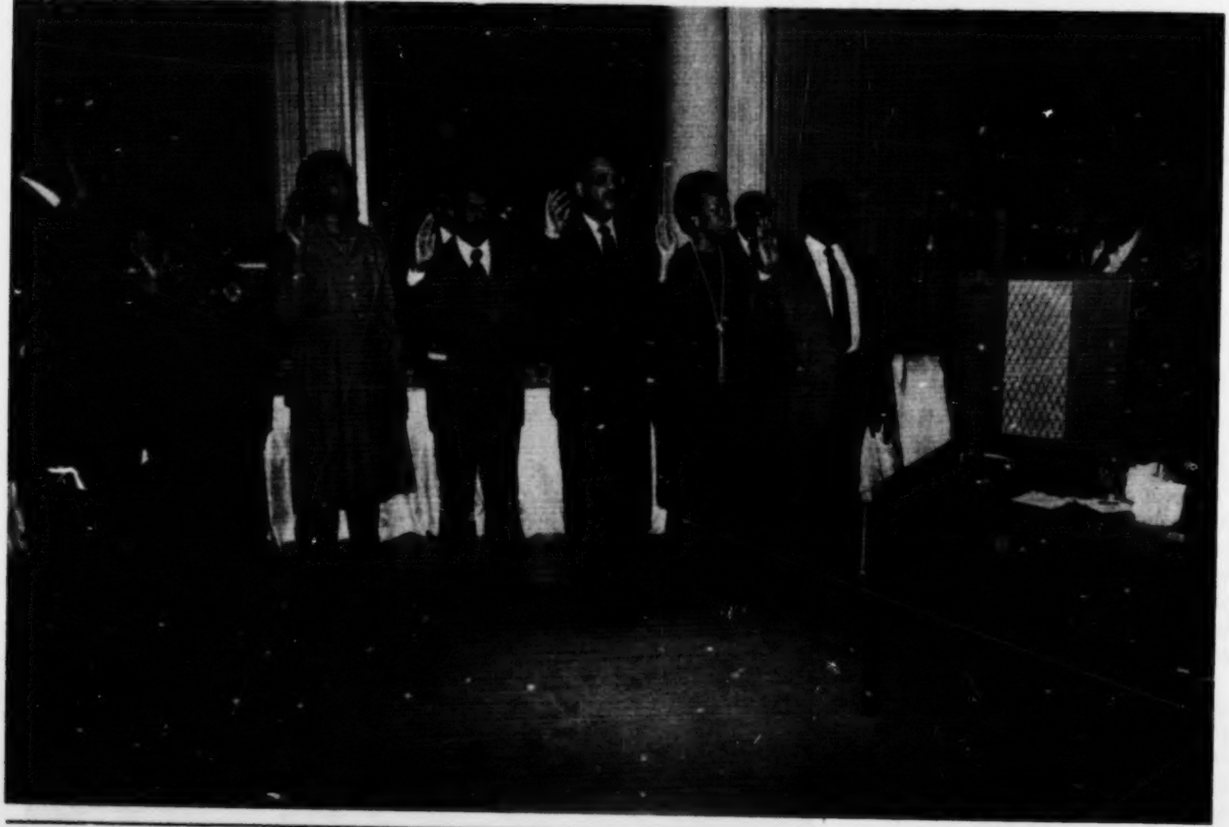
To assist the Secretary in carrying out State's goals, Mr. Kennedy has formed the Equal Employment Implementation Group, which meets regularly to bring objectives to the attention of senior and middle-level managers, and to take "decisive action" to implement management's policies pertaining to equal employment opportunity.

Other highlights from Mr. Haig's report:

- Thirty-one percent of the Foreign Service officers hired in fiscal 1981 were women. Currently, there are more than 40 women assigned to senior management positions, with nine serving as ambassadors.
- At the end of fiscal 1981, women accounted for 15.8% of the Foreign Service officers and career candidates. Minority officers constituted 10.9% of the same group. Of the 240 career candidates hired, 70 were new women officers and 40 new minority officers.
- In recruiting, all candidates were "encouraged" to take the Foreign Service written examination, even though this requirement may be waived in some circumstances. During fiscal 1981, 75% of the minority candidates hired as junior officers had passed the written examination. All candidates must pass the assessment examination in order to be considered for employment.
- The Department has strengthened its recruitment efforts at universities, job fairs and national conferences. Recruitment officers visited some 285 colleges and universities throughout the United States and Puerto Rico. These included 30 schools with large Hispanic enrollments, and 58 predominantly black institutions.
- State has carried out a nationwide program to recruit minorities and women for appointment in Foreign Service specialist categories, including secretaries, communicators, security officers and administrative officers.
- The Federal Women's Program at State is directed by a manager whose responsibilities include assisting in the Department's endeavor "to provide full employment for women at all levels at home and abroad; identifying employment problems and solutions; and participating in meetings with the Federal Women's Inter-Agency Board and other groups."
- The Hispanic Employment Program during fiscal 1981 developed "effective relationships" with Hispanic organizations and groups at the national, state and local level. It also developed plans and conducted programs and activities for recruiting qualified Hispanics, among other objectives.
- The Department has been "extremely active" in assisting employees who are handicapped. In the area of employment, State has achieved its

goal on hiring severely handicapped persons. There was a 5% increase in fiscal 1981, and a new goal—again 5%—was set for fiscal 1982.

- The Department has designated a minority affairs program coordinator whose responsibilities and duties include working with the Bureau of Personnel to develop plans, approaches and procedures for recruiting qualified minorities, maintaining contact with special interest groups and minority organizations; and coordinating activities with other staff members on equal employment opportunity affairs.
- Mr. Haig, in a directive to all assistant secretaries, the director general and the director of the Foreign Service Institute, on September 2, urged them to help place women and minorities in "high visibility" jobs.
- Establishment in fiscal 1981 of the Department's Equal Employment Award. "The importance that the Department places on equal employment opportunity is emphasized by raising the 1982 EEO Award to $5,000 [from $2,000]."
- In fiscal 1981, 40 minority group members were appointed as Foreign Service officer career candidates under the Affirmative Action Junior Officer Program, and 33 minority group members and women were appointed as Foreign Service officer career candidates under the Mid-Level Affirmative Action Program.
- Hiring goals in fiscal 1982 for the Department's affirmative action program have been established: 25 women and minorities for the Mid-Level Hiring Program, 36 minorities for the Junior Officer Program.
- Those hired under these programs in fiscal 1981 are: *Mid-level officers:* Asian American: 1 man, 1 woman; black: 6 men, 2 women; Hispanic: 8 men, no women; native American: none; nonminority: no men, 15 women. *Junior officers:* Asian American: 6 men, 2 women; black: 8 men, 5 women; Hispanic: 12 men, 7 women: native American, none. ☐



THURSDAY LUNCHEON GROUP—New officers are, from right: *James Singletary*, president; *Harriet L. Elam*, vice president for ICA; *Paul M. Washington*, vice president for State; *Earl W. Yates*, vice president for AID; *Patricia A. Hill*, treasurer; *Shirley R. Wilson*, secretary; *Griffith J. Davis*, program chairman. At far right: Congressman *George W. Crockett Jr.* (D.–Mich.), of Foreign Affairs Committee, who installed the officers. *(Photo by David M. Humphrey, Visual Services)*.

Department celebrates women's 'week'

In celebration of Women's History Week, March 7–13, and International Women's Day, March 8, the Federal Women's Program of the Department sponsored an exhibit in the D Street Lobby, on women of historic prominence and those who have served as chiefs of mission.

In addition, Senator Nancy L. Kassebaum (R.–Kan.) addressed employees at an Open Forum/Federal Women's Program-sponsored session on March 12. Earlier, President Reagan designated the week to commemorate the role of women in the history of the United States. ■

Senator *Nancy L. Kassebaum* at the Open Forum.

Wilma Rudolph

The "Women's History Week" exhibit in the D Street Lobby.

Clock-Watching

Poor Peter Constable gets hooked on it

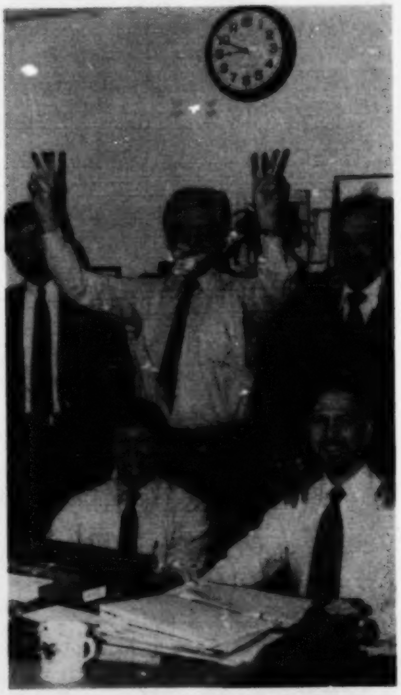
His colleagues are ticked off

SOMETHING happened to the clock in Peter Constable's office, in the Bureau of Near Eastern and South Asian Affairs, when they turned it back one hour last October for daylight saving time. Sometimes it would spin its arms; it refused to show the correct time. Mr. Constable let it be known he was irritated. So five members of the bureau's executive staff, deciding they had heard enough, barged into his office the other day, in Room 6242. Armed with a drill, etc., they replaced his unruly clock with a new one, battery-operated.

1—Unwrapping the new clock is *Larry Lesser*, with *Sheldon Krys* instigating. *Mr. Constable* is on right.

2—*Rusty Hughes* and his trusty drill.

3—*Mr. Lesser* stands by; *Mr. Hughes* drills.



4—"Victory," *Mr. Constable* signals, in front of the correct time. The others, from left: *Steve Smith*, *Mr. Hughes*, *Mr. Lesser*, *Mr. Krys* (standing). *(Photos by Donna Gigliotti)* ■

Education and Training

Schedule of courses at Foreign Service Institute

Program	*May*	*June*	*July*	*Length of course*
Administrative training				
*Administrative CORE	24	14	6,26	3 weeks
General Services Operations	17	14	6,26	3 weeks
Personnel Laboratory	—	14	6,26	2 weeks
Budget and Financial Management	17	14	6,26	6 weeks
**Coping with Violence Abroad	3,10 17,24	1,7,14 21,28	6,12 19 ,26	2 days
**(Prerequisite before taking GSO, PER, and B & F)*				
***(This course used to be available on a walk-in basis. You must now pre-register.)*				
Consular Training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedure	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Consular Employees Professional Seminar	17	—	—	2 weeks
Economic and commercial training				
Advanced Economic Review Seminar	—	—	19	5 weeks
Foreign Service Economic/Commercial Studies	—	—	12	26 weeks
Contemporary Economic and Quantitative Analysis	—	—	19	5 weeks
Information Systems Manager Training	—	7	12	3 weeks
Executive Development				
Executive Performance Seminar	2	—	—	5 days
Supervisory Studies Seminar	16	6	—	5 days
Political training				
Foreign Affairs Interdepartmental Seminar	—	28	—	2 weeks
Intelligence and Foreign Policy	—	7	—	1 week
Negotiation Art and Skills	10	—	—	5 days
Analytic Reporting Skills	—	28	26	2 weeks
Orientation				
Orientation Program for Foreign Service Officers	—	23	—	6½ weeks
Orientation Program for Foreign Service Personnel	3	28	—	5 days
The Departmental Officer Orientation Program	3	28	—	2 days
Foreign Service Secretarial Training	10	—	6	5 days
Departmental Clerical Orientation	24	14	19	4½ days
Clerical workshops				
*The Art of Dictation Workshop	—	25	—	4 hours
*The Art of Machine Transcription Workshop	—	25	—	4 hours
*Telephone Techniques Workshop	—	—	19	4 hours
**Self-paced, instructor-minitored*				
Secretarial skills				
Management Skills Seminar for Secretaries	—	—	21	21 /2 days (off-site)
Human Relations and Secretarial Office Procedures	—	14	—	8 days
*Beginning and Intermediate Stenography (Steno Lab)	4	—	—	9 weeks
**Self-paced, instructor-monitored*				
Communications skills				
English and Communication Skills	18	—	—	6 weeks
Fundamentals of Writing (for Government)	3	—	—	5 weeks

—(Continued on next page)

Overseas Briefing Center lists spring courses

The Overseas Briefing Center at State Annex 3 in Rosslyn, Va., is offering the following courses this spring:

—"Cross Cultural Adaptation, American Studies and the Logistics of Foreign Service Life," a two-week workshop on adapting to life overseas, rejoining the American mainstream on returning to the States, and placing recent foreign assignments into perspective, May 3–14, 9:15 a.m.–3 p.m.

—"Community Skills," a study of U.S. Government employee communities abroad and the effects of geographic mobility on mental and physical health, May 17–21, 9:15 a.m.–3 p.m.

—"English Teaching," on teaching English as a second language, May 24–28, 9:15 a.m.–1 p.m.

—"Going Overseas," one-day workshops on coping with interrupted activities and relationships and developing realistic expectations, Wednesdays for singles and couples, April 21, May 19, June 16, July 21, 6–9:30 p.m.; Saturdays for families with children, May 1, June 5, July 10, 10 a.m.–3 p.m.

All courses are free and are open to employees and family members. For information on the classes and on reimbursement for child-care expenses, contact the center, Room 400, State Annex 3, 235–8784. ☐

'Coping with Violence' sessions are scheduled

Two-day seminars on "Coping with Violence Abroad" are scheduled to begin on the following dates at State Annex 15 in Rosslyn: May 24; June 1, 7, 14, 21, 28; July 6, 12, 19, 26; August 2, 9, 16, 23, 30; September 13, 20, 27; October 4, 25; November 8, 22; December 8, 20.

Employees and family members age 14 and older must pre-register for the course one month in advance. Those assigned to Washington should submit Form DS-755 to the Foreign Service Institute, Registrar's Office, Room 100, State Annex 3. Overseas employees must register by cabling the same address, using the TAGS AFSI/ APER/ ASEC.

For information, call the institute's School of Professional Studies, Administrative Division, 235-3417. □

—(Continued from preceding page)

Program	*May*	*June*	*July*	*Length of course*
Courses for managers				
Advanced Writing for Senior Managers	3	—	—	22 hours
Area studies				
Africa, Sub-Sahara	—	14	—	2 weeks
Western Europe	—	14	—	2 weeks
East Asia	—	14	—	2 weeks
Eastern Europe and USSR	—	14	—	2 weeks
Latin America	—	14	—	2 weeks
Near East and North Africa	—	14	—	2 weeks
South Asia	—	14	—	2 weeks
Southeast Asia	—	14	—	eks
Overseas Briefing Center				
Two-Week Family Workshop	3	1	12	2 weeks
English Teaching Seminar	24	—	—	1 week
Community Skills Seminar	17	—	—	1 week
Going Overseas	1,19	5,16	10,21	1 day
Language and advanced area courses				
French	3	1,28	26	20 weeks
German	—	1	26	20 weeks
Italian	—	1	26	20 weeks
Portuguese	—	1	26	24 weeks
Spanish	3	1,28	26	20 weeks
Familiarization and short-term (FAST) courses				
Arabic, Peninsula (Hijazi & Gulf)	—	7	—	6 weeks
Arabic, Egyptian and Levantine	—	—	19	6 weeks
Chinese	—	28	—	6 weeks
French (Metrop.)	3	1,28	26	10 weeks
French (Sub-Sah.)	3	1,28	26	10 weeks
German	—	28	—	10 weeks
Indonesian/Malay	—	14	—	6 weeks
Italian	—	28	—	10 weeks
Japanese	10	—	12	6 weeks
Polish	—	28	—	6 weeks
Portuguese (L.A.)	—	28	—	10 weeks
Portuguese (Eur.)	—	28	—	10 weeks
Russian	24	—	—	6 weeks
Serbo-Croatian	24	—	—	6 weeks
Spanish (Eur.)	3	1,28	26	10 weeks
Spanish (L.A.)	3	1,28	26	10 weeks
Thai	—	14	—	6 weeks
Turkish	—	28	—	5 weeks □

Straub is first graduate of new language program

David Straub has become the first graduate of the advanced Korean language program, that was established last September. The program is intended to provide full-time, long-term training to students seeking advanced proficiency in Korean, and is similar to the training received at Foreign Service Institute field schools.

Mr. Straub had studied Korean at the institute, as well as at an institute in Seoul, prior to enrolling in the program, which is under the supervision of the regional language supervisor in Yokohama. □

Congressional relations seminar, April 26–30

"Executive-Congressional Relations," a five-day workshop on the relationship between Congress and the executive branch in the area of foreign affairs, is being offered by the Foreign Service Institute, April 26–30, 8 a.m.–4 p.m.

The course will be held on Capitol Hill. Employees at grades FO–1–4, GS 15–9 and FP 1–4 are eligible to apply by the April 16 deadline. They must submit a Form DS–755 to the institute, Registrar's Office, Room 100, State Annex 3. For information, call the Political Training Office, 235-8776, or contact your bureau training officer. □

New supervisors are eligible for seminar

A one-week supervisory studies seminar, for employees in their first jobs as supervisors, will be offered by the Foreign Service Institute at Harpers Ferry, W. Va., May 16–21. Transportation and accommodations will be arranged by the institute.

Employees at grades GS 7–11, FO 6–4 and FP 7–4 who are in jobs requiring supervisory knowledge and skills are eligible for the course. The application Form DS–755 should be submitted to the institute, Room 100, State Annex 3, by April 30. It should state, under Item 16, the number of employees supervised. Recommendations from career development officers and executive directors may also be included under that item. For information, call Jenness Kleiboeker, 235-8781. □

5-day negotiating course, May 10–14

"Negotiation Art and Skills," a five-day course on negotiating in interpersonal, bilateral and multilateral settings, is being offered by the Foreign Service Institute, May 10–14, 9 a.m.–5 p.m., at State Annex 3 in Rosslyn. Employees of the following grades are eligible to apply: FO 1–4, GS 15–9 and FP 1–4. □

How to say hello

By Cathy Lawson

Ms. Lawson, the STATE *magazine staff assistant, knows how to say hello. But do you?*

"YOU WANT me to go to a course called 'Telephone Techniques?'" I asked the editor. "You've *got* to be kidding!"

After all, what could *I* possibly learn from a course on telephone techniques? Having been a secretary both in and out of Government, I already knew how to answer the telephone!

But I began to get curious. What do they teach in such a course? I had the impression of someone saying: "This is a telephone; when it rings you pick up the receiver and say: 'Hello.'" Who would attend such a course? Who would the instructor be?

So, on March 5, I hopped on the shuttle bus to the Foreign Service Institute in Rosslyn to find out. The single-morning, four-hour course is offered by the institute's Communications and Clerical Skills Division, under the direction of Jessie M. Colson. It's taught by Gloria Pinger, a former secretary, who has been giving the course in Rosslyn for the past four or five years. She is also an instructor at Northern Virginia Community College.

When all the students had filed into the classroom, Ms. Colson introduced the course. She said that, although State had "the best clericals" in the Government, there was always a need for them to learn more. Ms. Pinger then asked each of us to explain why we had enrolled. The comments ranged from "I wanted to learn more about handling callers" to "It seemed like a good way to get out of the office for the morning." Some said they wanted to build confidence in dealing with people; others wanted to know how to deal with rude or impatient callers.

Ms. Lawson

Jean Jackson, a supervisor in Passport Services, came with one of her employees, Eleanora Winston. She said that, even though she had been working in Government for many years, she thought it might be a good idea to be updated on any new ideas.

William J. Hempel of the Office of Communications came to see whether the course might be worthwhile for any of his staff to attend. A few said they were just curious.

Actually, the course title is a little misleading. Rather than being a course on answering a telephone, it's a course on communicating effectively. Ms. Pinger explained that, in communicating, people use three things: words, tone of voice and body language. Researchers have said that body language accounts for 50%, tone for 40% and words a mere 10%. When one is talking on the telephone, the caller cannot see you—so there is no body language. Therefore, you must compensate by the tone of your voice and the words you use. One of the students said the problem comes from regarding the telephone as a mere inanimate object. She thought many people forget there is a *person* on the other end of the line, not just a voice asking annoying questions.

(Additional photo on Page 45)

After viewing a film, we engaged in a lively discussion on individual problems we have in communicating with people over the telephone. Then, after an initial period of stage fright, we role-played like real hams and listened to tape recordings of ourselves for critique purposes.

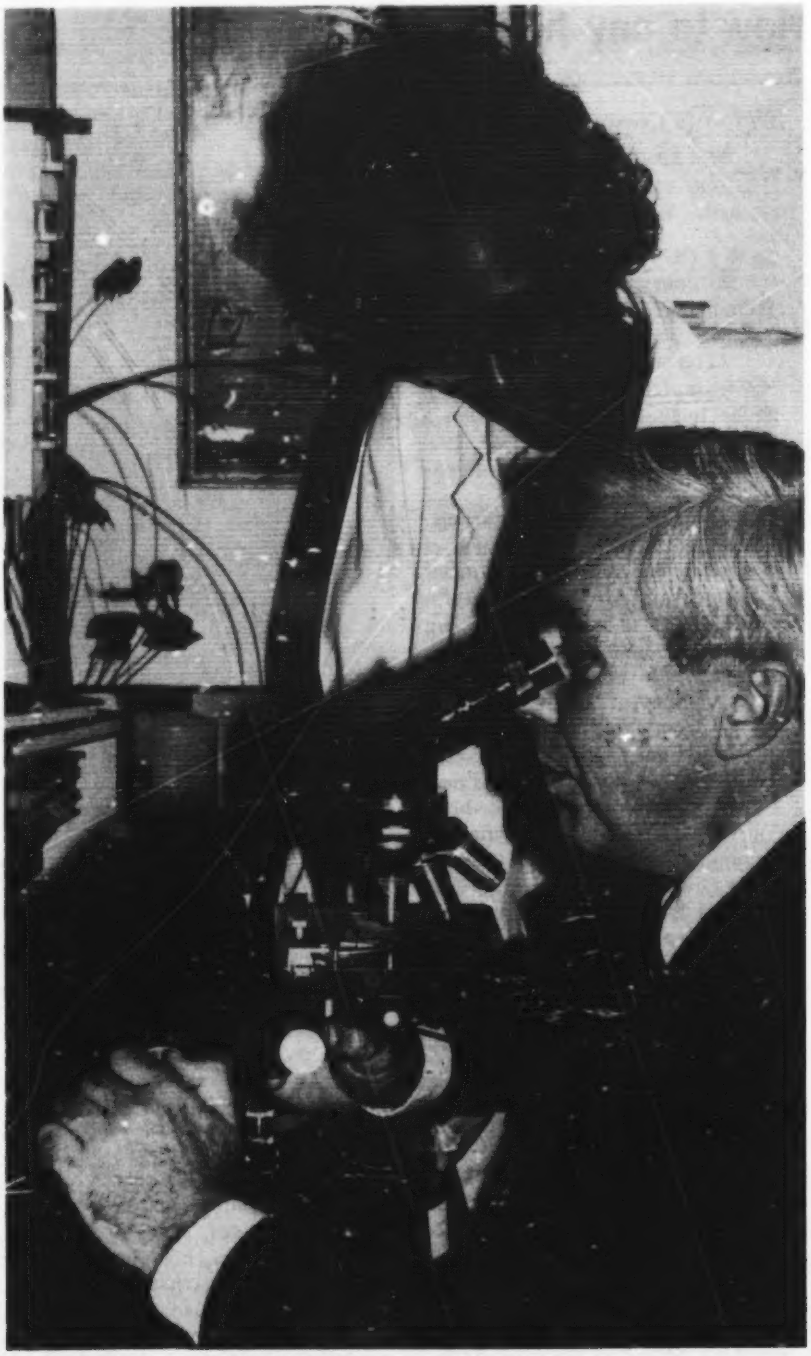
When it was over, we seemed pleased with what we had learned. As for myself, I thought of the old saying: "You can't tell a book by its cover." Well, you can't always judge a course by its title. I found this to be a basic, informative class on communicating effectively.

The next course will be held on July 19.

Med Lab Week

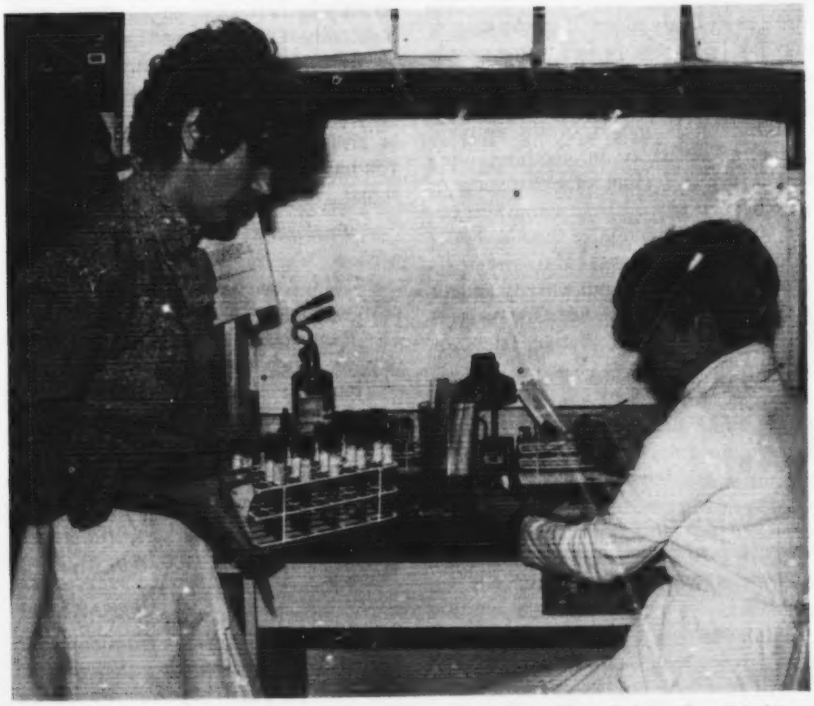
THE DEPARTMENT's medical laboratory has slated an open house for April 14 and 15, from noon to 4 p.m., in recognition of National Medical Laboratory Week, April 11–17. Employees are invited to visit the laboratory facilities and meet staff members, in Room 2916 New State. *(Photos by David Humphrey, Visual Services)*

A lab employee dilutes blood samples to make a complete blood count.

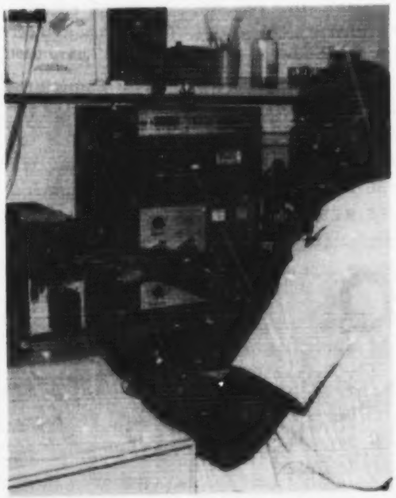


***Jerome T. O'Connell* and *Johnnie Jackson* consult on a parasitic finding relating to an overseas patient.**

Testing strip from the chemistry analyzer for quality control are *Joyce Carroll*, left, *Delores Wisecarver* and *Chuck Robinson*.



Pearl Liptak, left, and *Joyce Carroll* isolate microorganisms for evaluation.



Robert Griffin at the diluter cell-counter machine. ■

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, you privacy will be respected; your post will not be identified.

Q.

SOUTH AMERICA

What are these conclusive tests of "path reports" that people have to wait for to find out if they have cancer?

A.

Most diseases leave an imprint on the body tissues that they affect. This is true of cancers. By looking at the suspected tissue under a microscope, the pathologist can see the types of cells present, whether they are abnormal, and whether they are cancerous. To do these studies, special "fixing" of the tissue is required to preserve it. Special stains are also done, to allow better recognition of the cells. All of these tests take time, so it usually is a few days after the operation before the final pathology reports are available for the patient and physician.

Q.

WASHINGTON

Is whooping cough still around, as it was when I was growing up? It seems you never hear about it any more. Is it easy to treat?

A.

Whooping cough (pertussis) is indeed still prevalent, though childhood immunizations (the baby shots against diphtheria-pertussis-tetanus) have helped to very significantly decrease the disease in this country. I continue to recommend the use of vaccine containing pertussis until age 7. When the diagnosis is established, hospitalization may be necessary for intensive treatment. Complications of the violent coughing can be severe but, when good supportive care is given, these children convalesce quite nicely.

Q.

WASHINGTON

What are the symptoms of having a heart attack?

A.

The signals are an uncomfortable pressure, squeezing, fullness or pain in the center of the chest, behind the breastbone, which may spread into the neck, arms, jaws or shoulder. The pain may or may not be severe. In fact, some people describe the sensation as one of "heaviness" rather than achiness or pain. Other signals can include nausea, sweating, difficulty in catching one's breath, and a feeling of exhaustion or weakness. If any of these symptoms occur, you should recognize them as being potentially dangerous. You should—immediately—stop your activity and sit or lie down. If the pain lasts for two minutes or more, call a relative, friend or co-workers for help.

Q.

WASHINGTON

If my child's first teeth are decayed, poorly formed or widely spaced, will his permanent teeth also be faulty?

A.

Not necessarily. Decay, or dental caries, in the permanent teeth will often be on a totally different scale from that seen in the deciduous or baby teeth. So many variables are involved that it's impossible to predict how the permanent teeth will be formed, shaped or spaced by observing only the baby teeth. Some factors involved are heredity, diet, breathing habits, thumbsucking, oral hygiene habits and fluoride content of the drinking water.

Q.

AFRICA

Are there any warning signs of arthritis? I just hit 40. Is there anything I should look for?

A.

Arthritis is inflammation and pain of a joint due to many causes. It is everybody's disease—it can affect everyone directly or indirectly, physically or economically. Chances are that sooner or later you or someone in your family will suffer from some degree of arthritis. If so, don't fall for some kind of quack cure or phony product. See your doctor if you have one of these arthritis warning signs:

Persistent pain and stiffness on arising.

Pain, tenderness or swelling in one or more joints.

Recurrence of these symptoms, especially when they involve more than one joint.

Recurrent or persistent pain and stiffness in the neck, lower back, knees and other joints.

Q.

PERSIAN GULF

We rarely evacuate people from our post but, should it be necessary, patients are sent to the military hospitals in Frankfurt. When the paperwork is processed, must the employee pay the

$35 deductible to our post budget and fiscal officer, or to the cashier at the military hospital?

A.

If the patient is to be hospitalized, the "Authorization for Medical Treatment" document (the FS-569) should be presented to the hospital cashier at the same time health insurance release forms are signed. Under the Foreign Service Act of 1980, the $35 deposit for dependents is no longer required. This is how the process works at military hospitals overseas. The health insurance carrier is directly billed, and remaining expenses are paid by the post. At most overseas civilian hospitals, the process is somewhat different, since the post directly pays the authorized charges in the local currency. The employee is then responsible for processing the paperwork so the insurance carrier will provide the appropriate payment and be reimbursed to the post. Health insurance benefits have diminished with the recent changes that took effect last January. The patient need not worry, however, since the Department will continue to be responsible for all authorized care not covered by insurance.

Q.

CARIBBEAN

Is it true that children's aspirin is dangerous?

A.

Not in all cases. What you are undoubtedly referring to is a recent recommendation from the Center for Disease Control regarding a particular limitation on the use of salicylates (aspirin, most notably). Public health experts in the United States recommend against the use of aspirin for children with, or recovering from, chickenpox or flu-like illnesses. There is limited data at the moment, but I think the recommendation certainly is prudent, in view of a possible relationship between the use of aspirin and the rare occurrences of Reye Syndrome, an extremely serious encephalitis-like illness which can occur in children following chickenpox or flu. All fever-reducing drugs should be cautiously used. The most common non-aspirin drug for reducing fever contains acetaminophen (as in Tylenol). □

Dr. Korcak's health hints

Exercise is important for weight reduction

Regular programs of walking, running, swimming, rowing, rope-skipping, skating or skiing are great for burning off extra pounds of fat. But the obese person should do more than simply schedule three or four exercise periods each week. Such individuals must be encouraged to be more active in everyday activities. They should park the car farther away from the store when shopping; walk instead of ride back and forth to school, work and shopping; use manual instead of power tools; avoid elevators and escalators and use the stairs; walk the dog more often.

Many obese persons actually eat less than their leaner counterparts, but they are far less active physically. Daily caloric requirements can vary from 1,800 calories for sedentary men to 6,000 or more calories for laborers, soldiers in the field and endurance athletes.

Passive exercise devices that "do the work for you" are poor. Studies have shown that weight-reducing claims made for mechanical vibrators are not borne out. Special weight-reducing clothing and inflatable outfits rely chiefly on dehydration from sweating, and the loss of body fluids is replaced with the next few glasses of water. Most of the manufacturerers of weight-reducing clothing and gadgets also recommend a low-calorie diet, and this is what takes off the pounds.

Spot reduction—taking inches off the waist, thighs or buttocks without dieting, through regular exercise in just minutes a day, won't work either. One researcher measured subcutaneous fat in the arms of skilled tennis players, and found that the playing arm had just as many fat deposits as the other arm.

Exercise should be of long duration, half an hour or more, to be of maximum value. Longer, steady exercise probably is more useful in taking off pounds than is a sudden burst of energy for short periods.

Workouts should be at least three times a week, preferably four or more. Two-days-per-week exercise programs do little to take off fat.

This doesn't mean that a reduction in calories is not needed to lose weight. Counting calories is still vital. But diet alone seldom will do the job that can be done by diet combined with exercise. □

Alcohol Awareness Program

How to talk to your teenager about drinking, driving

This is the second part of an article submitted by the Department's Office of Medical Services. The first part appeared in the March issue.

SOME GENERAL POINTS

Here are some things that have helped in talking with teenagers about drinking and driving.

—Honestly explore your own behavior when drinking and driving before you talk with your teenager.

—Be honest in expressing your feelings and in stating your own values and preferences. Encourage the same from your son or daughter.

—Be calm, firm and consistent. Remember that you're sharing ideas and information about *drinking* and *driving.* Don't put your teenager on the witness stand or demand a confession.

—Recognize that adolescents are not able to control all the situations they find themselves in.

—Tell your teenager you want to hear what he has to say and to learn what he knows about drinking and driving. Be a good listener, even when you may not agree.

—Keep to the point. No matter where the discussion leads, and no matter what kind of reaction you may get or may feel, keep forcefully in mind that this discussion concerns only the problem of drinking and driving or riding as a passenger with someone who has.

—Emphasize that you are concerned not with the car, but with the preciousness of your teenager's life.

WHAT CAN YOU TALK ABOUT?

Ask your youngster for his or her ideas about what can be done when a friend who has had more than his limit to drink is going to drive.

—Can he offer to drive the car for the friend (assuming that he himself has not had more than his limit to drink)?

—Can he ask if both the friend and he can stay at the partygiver's home for the night, notifying all parents of the decision to do so?

—Can he call home at any hour to ask a parent or other adult to pick him up, along with his friend, and drive them home?

Consider together making a contract with your youngster in which both parties, you and your teenager, agree to take certain actions when he or she is in a situation involving excessive drinking and cars. One kind of agreement might be:

Teenager: "I agree to call you for transportation if I am ever in a situation where I have had too much to drink or if a friend who drove has had too much to drink."

Parent: "I agree to come and get you at any hour, any time, any place, no questions asked, and no argument or I will pay for a taxi to bring you home."

Discuss the possibility of adapting the buddy system used in swimming, where one person takes responsibility for protecting the life of the other. How might your teenager and friends agree about what to do when they are in situations involving too much drinking while driving? This approach may appeal to youngsters because it respects them as mature persons capable of discharging responsibility for others their own age.

Your son or daughter probably knows a fellow student who thinks that those who drink the most or who can drink a great deal and "still drive" are more mature or "manly". Discuss this attitude and consider other ways for a youngster to responsibly "prove himself" to his friends and family.

For youngsters who don't want to drink at all, help them understand that there are many others who feel as they do; they are not alone.

Discuss the legal aspects of drunk-driving. What is the law in your community? What are the consequences of breaking these laws, such as removal of license or insurance coverage?

OBSERVE YOURSELF AND YOUR FRIENDS

Be a good example.

—Never be afraid to say "No thanks, I'm driving" when offered that extra drink. If your child is present, try to make sure he hears you.

—When entertaining at home,

1. Serve food along with alcoholic beverages.
2. Don't mix drinks too strong.
3. Don't hurry to refill glasses.
4. Close the bar at least one hour before guests depart.
5. Don't be afraid not to serve another drink to a guest who has had too many.
6. Be sure your children realize why you are taking these steps; you care about the lives of your friends, even though it is sometimes embarrassing to take those actions.

Get agreement with parents of your youngsters' friends that includes willingness to let them stay overnight or to drive them home yourselves.

FINALLY

In discussing alcohol, be realistic about the world as it is today, with its generally accepting view of alcohol in many social settings. Remember also that you may not have discharged your responsibility to your child by a single, one-shot discussion. As occasions present themselves, reinforce your high schooler's learning through reminders and other discussions. When they've acted responsibly in a situation, show them your approval. Keep channels of communication open so that your son or daughter feels comfortable in coming to you with life's problems, both large and small.

If you have a drinking problem, or think you MIGHT have a problem, please call the administrator of the Alcohol Awareness Program, (202) 632-1843 or 632-8804. ■

CPR SAVES LIVES
LEARN IT! CALL: 632-1928

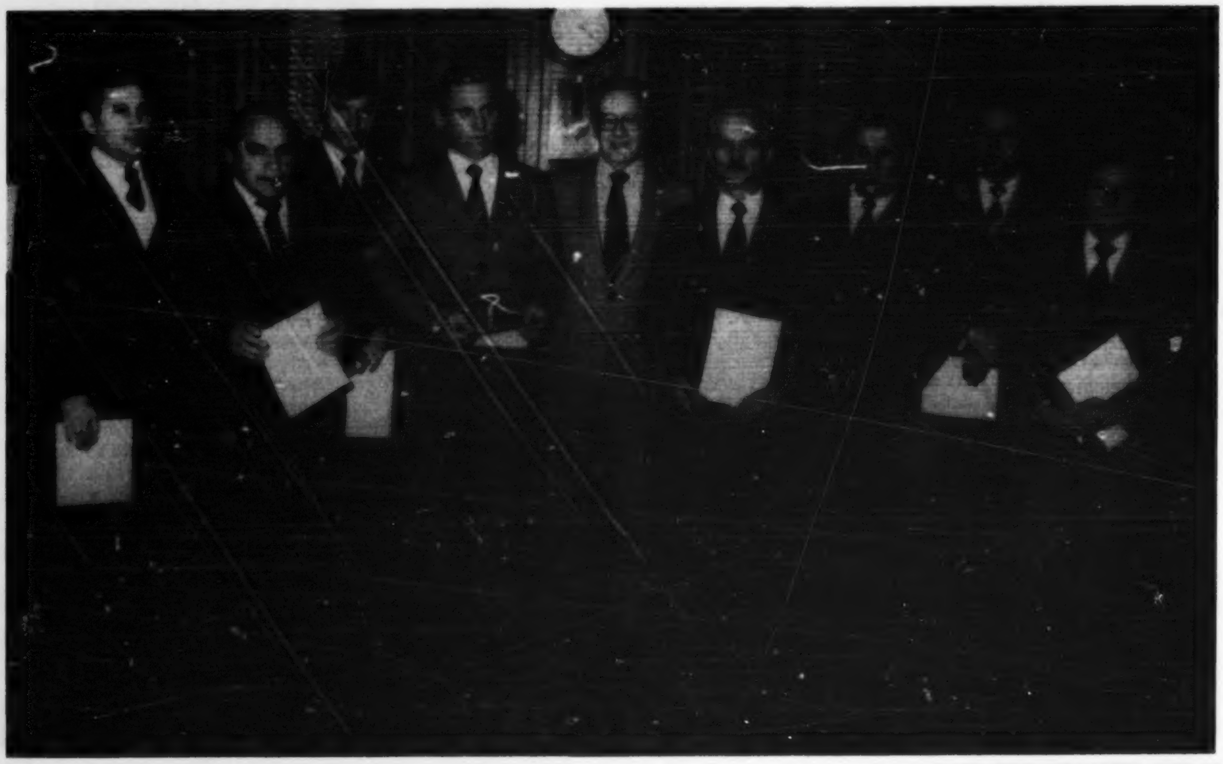
THANK
YOU
FOR
CARING

GIVE BLOOD

Personnel: Foreign Service

Appointments

Ashmore, Donna Jean,London
Beyler, Frederick Claude, Junior Officer Corps
Brouwer, Elizabeth, Oslo
Burns, William J., Junior Officer Corps
Callahan, Mary B., Paris
Candelaria, Benjamin R., Nairobi
Carty, Lisa A., Junior Officer Corps
Charlton, Milton Lewis, Junior Officer Corps
Chiocco, Silva Maria, Havana
Christian Jr., Charles L., Muscat
Clements, Britt, San Jose
Cook, Kathryn M., Accra
Currie, Leah M., Riyadh
Deckelman, Elizabeth, Beijing
Devine, Betty Ann, Managua
Devleming, John Frederick, Junior Officer Corps
Dodson Jr., Robert J., San Jose
Elliott, James S., Junior Officer Corps
Fitzgerald, Karen Louise, Sao Paulo
Friday, Shelby G., Belgrade
Friedersdorf, Max L., Hamilton
Garland, Elaine L., Junior Officer Corps
Harrison, Jennifer A., La Paz
Healy, James Thomas, Junior Officer Corps
Higgins, Margaret Doranne, Junior Officer Corps
Hilliard Jr., Joseph, Equal Employment Recruitment Complement
Hirakawa, Marlene S., Ankara
Holloway, Albert D., Bissau
Hooper, Margaret J., Rome
Hultslander, Sandra Maria, Guatemala
Ito, Pete K., Junior Officer Corps
Jordan, Elizabeth Marie, Havana
Kauffman, Margaret M.B., Tegucigalpa
Kelsey, Jo Anne, Belgrade
Kinney, Patricia, Canberra
Krol, George Albert, Junior Officer Corps
Lopez, C. Carmen, Buenos Aires
Lopez, Efrain, Equal Employment Recruitment Complement
Lowe, Benjamin M., Junior Officer Corps
Luke, Robert S., Junior Officer Corps
Manupella, Aurelius J., Warsaw
Martin, Cheryl Ann, Junior Officer Corps
May, Patricia F., Nicosia
McAlpine, Jean Baum, Junior Officer Corps
McManus, William T., Caracas
Moon, Calista D., Caracas
Mowrey, Mark James, Junior Officer Corps
Neighbour, Hugh M., Junior Officer Corps
Pearce, David Duane, Junior Officer Corps
Peters, Sheila J., Junior Officer Corps
Reed, John Hathaway, Colombo
Richards, Ada M., Barcelona
Riggs, Yasuko S., Port-au-Prince
Running, Eric William, Junior Officer Corps
Ryan, Carmen S., Mexico
Scaletta Jr., Thomas F., Junior Officer Corps
Schlicher, Ronald Lewis, Junior Officer Corps
Stephenson, Paul Dwight, Junior Officer Corps
Stillson, Christine L., Port-au-Prince
Syring, W. Patrick, Junior Officer Corps
Telkins, Patricia, Santiago
Thomas, Linda Joyce, Junior Officer Corps
Turpen, Juliette S., Dacca
Valenti, Rose Marie, Athens
Wall, Nancy A., Kuwait
Webb Jr., Henry, Junior Officer Corps
Weese, Brian D., Junior Officer Corps
Wickersham, John N., Guatemala
Woods, Beverly L., Buenos Aires



WARSAW, Poland—At safe-driving award ceremony, left to right: *Stanislaw Zawadzki, Aleksander Kosiniak, Mieczyslaw Tarnacki, Andrzej Boryczka* (ambassador's chauffeur), Ambassador *Francis J. Meehan, Jan Orlik, Janusz Lachowski, Janusz Augustyniak, Marian Dobrzanski.*

Transfers

Aldonas, Grant Douglas, Tijuana to Economic and Business Affairs, Office of East-West Trade
Andrus, Donald Bruce, Hong Kong to Foreign Service Institute
Barr, Elizabeth P., Niamey to African Affairs
Bartfield, Barbara E., Tel Aviv to Kingston
Bellocchi, Natale H., Hong Kong to East Asian and Pacific Affairs
Berg, Paula, Quito to Tijuana
Beyer, Joel H., Asuncion to Inter-American Affairs
Bishop, Robyn M., Near Eastern and South Asian Affairs to Nairobi
Blakeney, Dorothy N.K., Passport Office, New Orleans to Foreign Service Career Development and Assignments, Secretarial Assignments Division
Blaschke, Brent F., China to Foreign Service Institute, Language Training
Bleyle, David L., Sydney to Beijing
Brana, Manuel, Colombia to Inter-American Affairs
Brennan, Richard W., Inter-American Affairs to Havana
Brown, Kenneth L., African Affairs to Brazzaville
Bruner, Whitley, Iraq to Near Eastern and South Asian Affairs
Bruno, James Louis, Vientiane to Foreign Service Institute
Cabral, Doris E., Ankara to Rome
Calanni, Angela J., Kuwait to Moscow
Campbell, Rachel C., Foreign Service Institute, Language Training to Naples
Cheevers, Joseph P., France to Foreign Service Institute
Christy, Gene Burl, Intelligence and Research, Intelligence Liaison to Jakarta
Clark, Bruce W., Foreign Buildings Office to U.S. Mission to the United Nations
Cleveland, Paul M., Korean Affairs to Seoul
Clingerman, John R., Maseru to Inter-Governmental Assignment
Cohen, Kenneth A., Djibouti to Montevideo
Colson, Daniel J., Monrovia to Office of Communications
Cook, Laura N., Cairo to Madrid
Corcoran, Patricia M., Hong Kong to Guangzhou
Corr, Edwin G., Lima to La Paz
Culter, Walter L., Congressional Relations to Tunis
Dawson, John R., Economic and Business Affairs, Office of Monetary Affairs to Organization for Economic Cooperation and Development, Paris
Dawson, Susana C., Inter-American Affairs to UNESCO/Paris
Deshazo, Joyce A., London to Foreign Service Institute
Di Francesco Jr., Paul J., Quito to Office of Communications
Dillon, Kenneth J., Ankara to Intelligence and Research
Dobrin, John R., Central European Affairs to Warsaw
Dooley, Barbara W., Inter-American Affairs to Buenos Aires
Doubleday Jr., Thomas P., Mogadishu to Bangkok
Douglass, William W., New Delhi to Near Eastern and South Asian Affairs
Doyle, Michael B., Foreign Service Career Development and Assignments to Victoria Mahe
Eaton, William A., Georgetown to Foreign Service Institute, Language Training
Eaves Jr., John, Nicosia to European Affairs
Edwards, Naomi Sue, Caracas to Bureau of Personnel
Elam, Richard Warren, Paris to Guadalajara
Emond, Richard Bernard, Ouagadougou to Brussels
English, Burt Frederick, Intelligence and Research to Mbabane
Fedor, Cyril J., Spain to Monrovia
Fichte, Janice Lee Jacobs, Lagos to Addis Ababa
Finn, Robert Patrick John, International Communication Agency to Ankara
Flesher, Thomas R., Asuncion to Istanbul
Flynn, James E., Rio de Janeiro to Brasilia
Foye, Michael Thomas, Jidda to Near Eastern and South Asian Affairs
Fulham, William R., Denmark to Mogadishu
Gaseor, Kathleen M., Port Louis to Tel Aviv
Gatto, Donald J., Nairobi to Mbabane
Gonzales, Alfred, Colombia to Foreign Service Institute, Language Training
Grimes, Marilyn Dixie, Lisbon to Bonn
Hamilton, James Jay, Porto Alegre to Lisbon
Hamilton, Michael B., Riyadh to Port Moresby
Hayes, Otis L., Lilongwe to African Affairs
Hayward, Martha M., Egypt to Jerusalem

GUADALAJARA, Mexico—At awards ceremony, from left: ***Donald Mason,*** **administrative officer;** ***Frank Lattanzi,*** **public affairs;** ***Eduardo Delgado,*** **who received a cash award for suggestions leading to substantial reduction in pouch costs;** ***Gilberto Garcia Duran;*** **consul general** ***Julio J. Arias; Graciela Manzanares; Teresa Paillaud; Irving Kanter.***

Solution to Diplo-crostic Puzzle No. 14

(See March issue)

Lewis Thomas.
Notes on Punctuation

"The period tells you that that is that; if you didn't get all the meaning you wanted or expected, anyway you got all the writer intended to parcel out, and now you have to move along. But with a semicolon, you get a pleasant little feeling of expectancy; there is more to come, read on, it will get clearer."

A. Luddite
B. Erythrocyte
C. Watteau
D. Inexorable
E. Synergy
F. Tatami
G. Halfway
H. Oxyacetylene
I. Moonflower Vine
J. Algorithm
K. Scenario
L. Nightgown
M. Oddly
N. Too-too
O. Ergonomic
P. Settle
Q. Out to eat
R. Navel
S. Plate tectonics
T. Update
U. Nettle
V. Capillary
W. Throw-weight
X. Utile
Y. Addlepated
Z. Thoughtful
a. IAEA
b. Outside men
d. Nepenthe

Transfer Tremors .... .by ebp

I was almost transferred to QATAR, but I said: "I DO HAve a choice, don't I?"

I was almost transferred to ANKARA, but my vegetarian wife said no TURKEY.

I was almost transferred to RANGOON but, when I went to pack my toilet articles, I couldn't find my BURMA shave.

Hogan, Michael J., Foreign Service Institute, Language Training to Hamburg
Holbert, Thomas C., Djibouti to Office of Communications
Holloman, Ann Elizabeth, Niamey to Vienna
Howard Jr., Edwin W., Foreign Service Institute, Language Training to Bogota
Huggins, Constance, Fort-de-France to Operations Center
Jaquay, George W., Bogota to Inter-American Affairs
Jarrell, Jerry R., Pretoria to Tel Aviv
Kepler, Jean M., Italy to Muscat
Kepler, Robert W., Italy to Muscat
King, John H., European Affairs to Madrid
Krieg, Norbert J., Foreign Service Institute, Language Training to Rome
Kupke, Frederick J., U.S. Sinai Field Mission to Bangkok
Lasseter, James H., Bucharest to Singapore
Leaper, Ronald C., Athens to Office of Communications
Lee, Gary E., Tehran to Office of Supply, Transportation and Procurement
Lemmon, Michael Craig, Inter-Governmental Assignment to Foreign Service Institute
Lundi, Joel E., Monrovia to Kathmandu
Maccini, Jimmie A., African Affairs to Monrovia
Mansfield, Robert N., U.S. Mission to Geneva to Mexico
Maresca, John J., Western European Affairs to Paris
Matthews, Doyle K., Kenya to Office of Communications
Mays, Larry A., Office of Communications to Tegucigalpa
McCamman, Michael Joseph, Junior Officer Corps to Monterrey
McGinnis, Michael, Inter-American Affairs to San Salvador
McGill, Duncan H., Communications Planning and Engineering Division to London
McGrath, Julieann F., International Organization Affairs to Mexico
McGrath, Mary Margaret, Wellington to Copenhagen
McIntyre, John T., Office of Communications to London
McKinney, George A., Seoul to Mbabane
McNamara, Francis Terry, African Affairs to Libreville
Meece, Roger A., Yaounde to Lilongwe
Meloni, Mary, Mexico to Managua
Melvin, Mary C., Singapore to Abidjan
Million, Paul R., Paris to Bangui
Mitchell, James C., Peru to Office of Communications
Monjo, John C., Seoul to Jakarta
Moore, Muriel M., Port-au-Prince to Accra
Morris, Thomas M., New Delhi to Office of Communications
Mozena, Dan W., Junior Officer Corps to Lusaka
Munro, Lawrence I., Guatemala to Bombay
Navez, Andre J., Ethiopia to Foreign Service Institute
Null, Keith D., Stockholm to Monrovia
Owens, John P., Hamilton to European Affairs
Oxendine, Charles L., Mbabane to Paris
Paiva, Robert G., Abidjan to U.S. Mission to Geneva
Palmer Sr., Richard L., Austria to European Affairs
Parker Jr., Thomas, Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources to Foreign Service Institute
Parker, Stuart C., Junior Officer Corps to Sofia
Petersen, Ramona, African Affairs to Nairobi
Peterson, George J., Guadalajara to Kingston
Pierson, Don Carlos, U.S. Mission to the United Nations to Foreign Service Institute
Platt, Mark J., Madrid to European Affairs
Porto, Mary L., Junior Officer Corps to Santiago
Preston, Glen David, Germany to Buenos Aires
Primosch, William E., Foreign Service Institute to Bangkok
Ramsey, Douglas K., China to Kuala Lumpur
Rankin, Riley Carr, Moscow to Berlin
Reynolds, Phillip C., Office of Communications to Moscow
Rhinehart, Frank E., Bridgetown to Ouagadougou
Rider, Benjamin F., East Asian and Pacific Affairs to Seoul
Robertson, Karl I., Abu Dhabi to New Delhi
Royden, Barry G., San Salvador to Inter-American Affairs
Ruckman, James R., Office of Communications to Manila
Salter, Bryant J., Capetown to St. Johns
Sambalew, Nancy H., Foreign Service Institute to Leningrad
Sambalew, Vladimir Peter, Foreign Service Institute to Leningrad
Schultz, Patricia L., Accra to African Affairs

BRUSSELS, Belgium—Automatic data processing manager *Bill Reed*, left, receives Superior Honor Award, presented to him jointly by, left to right, U.S. Permanent Representative to NATO *W. Tapley Bennett Jr.*, U.S. Ambassador to Belgium *Charles H. Price II* and U.S. Ambassador to the European Communities *George S. Vest*. *(Photo by Lee Conner)*

Schweitzer, G. Manfred, Santo Domingo to Intelligence and Research, Strategic Forces Division
Scott, Irma A., Sofia to Quebec
Simpson, Robert, Zambia to African Affairs
Sinnicki, John G., Belgrade to European Affairs
Smith, Robert William, U.S. Sinai Field Mission to European Affairs
Smith, Rufus Grant, Office of UN Political and Multilateral Affairs to New Delhi
Snare, Penelope M., Inter-American Affairs to Guatemala
Soucy, Eugene R., Caracas to Bonn
Specht, Stanley Howard, Office of the Under Secretary for Security Assistance, Science and Technology to Bogota
Stahlman, John W., Dhahran to Near Eastern and South Asian Affairs
Stanton, Robert W., Nouakchott to African Affairs
Stephens, Fred D., Rangoon to East Asian and Pacific Affairs
Sweeney, Ruth M., Quebec to Office of the Secretary
Telecky, Alan G., Office of Communications to Rio de Janeiro
Thatcher, Dennis R., Victoria Mahe to Athens
Thomas, Francisca A., Monterrey to Foreign Service Institute, Language Training
Topka, Jeanne E., Montevideo to Niamey
Troy, Carl Frederick, Belize City to Consular Affairs
Tynes, Robert E., Kingston to Una Chapman Cox Program
Vazquez, Nereida Maria, Kuwait to Nassau
Wehrli, Edward J., Thailand to East Asian and Pacific Affairs
Weygandt, Arkell D., Istanbul to International Organization Affairs, Office of Technical Specialized Agencies
White, George McDonald, Commerce Department to Milan
Wilk, Marilyn D., Nicosia to Stockholm
Wilkins, Burnette V., Accra to African Affairs
Williams, Wallace Ray, Pretoria to Lima
Witmer II, Howard S., Foreign Buildings Office to Organization for Economic Cooperation and Development, Paris
Wong, Mark F., Junior Officer Corps to Intelligence and Research, Current Intelligence Staff
Woods, Ronald E., Madrid to Oslo
Ziman, Barry F., Jakarta to Rome

Resignations

Berkley, George A., Inter-American Affairs
Berry, Rita A., Georgetown
Caldwell, William Van D., Visa Services
Caswell III, Thomas Hubbar, Lisbon
Clark II, Dow Jay, Ottawa
Clower, Elizabeth A., Manila
Copeland, Susan L., Information Systems Office
D'Hont, Diana K., Sao Paulo
Fitch, Patricia B., Belize City
Goldberger, Ruth, Monterrey
Herndon, Gloria E., African Affairs
Hirschfeld, Thomas J., Vienna, Mutual and Balanced Force Reduction Talks
Ince, Jeanne, Bogota
Jordan, Elizabeth Marie, Havana
Kendall Johnston, Patricia, Monterrey
King, David J., Office of Security, Washington Field Office
Lattanzi, Aurelia, Guadalajara
Lipinski, Helen Ann, Dakar
Martin, Judith Marie, Bridgetown
Matthews, Elzina, Tijuana
Ryan, Beverly Ann R., Nassau
Schulze, John Waldemar, Chinese Affairs
Snider, Clyde W., Inter-American Affairs
Tabb, Evangelyn M., Caracas
Telles, Martha C., Hermosillo
Walsh, Daniel Lawrence, Accra
Wise Jr., Samuel G., Commission on Security and Cooperation in Europe

Retirements

Abbott, Elizabeth Frances, European Affairs
Bartholomew, Curtis W., Nairobi
Beaudry, Robert M., Office of the Under Secretary for Management
Broccoli, Dominic A., Kuala Lumpur
Brown Jr., Bazil W., Intelligence and Research
Brown, Dorothy E., Foreign Affairs Information Management Center
Clavette, Ann M., Bonn
Cunningham, William J., U.S. Mission to the United Nations
Dobbs, Theodore B., Hong Kong
Dome, Valeta R., Mogadishu
Gay, Gregory, International Organization Affairs
Gendron, Gerard J., Office of Communications
Goslin, Jerald E., Mexico
Houston Jr., Robert B., Bureau of Personnel
Martens, Robert J., Office of the Inspector General
Olson, Russell E., Office of the Inspector General
Peer, Betty C., Cairo
Sturdivant, Julius L., Foreign Affairs Information Management Center, Composition and Text Management Branch
Vea, Theodore H., Office of Security, Technical Services
Willis, Julia W., Office of the Legal Adviser, Board of Appellate Review □

Dates for selection boards

Dates have been set for the convening of three 1982 selection boards—for Senior Foreign Service and generalist officers, July 13; for career ministers, August 16; and for specialists, August 24. □

Commissioning and Tenure Board

The commissioning and tenure board has completed its review of the files of 80 Foreign Service officer career candidates who were eligible for consideration at its November/December session. Of the 80, two were lateral entrants.

The board recommended that 45 be granted tenure. Twenty-five were being reviewed for the first time and, of those, 11 were recommended for tenure. Twenty-five were before the board for final review; 20 were recommended for tenure. The names of two recommended have been temporarily removed from the list pending satisfaction of language probation.

Candidates recommended for tenure will receive the benefits described in FAMC 749 and, if otherwise eligible, will be reviewed for promotion by the Class FS–4 Selection Board that will convene in the summer.

Following is the list of candidates recommended for tenure:

Allen, Burton
Bolling, William J.
Booth, Edward D.
Breese, Terry A.
Bullen, Roland W.
Burns, Matthews
Campbell, William N.
Chew, Roberta
Churchill, Joy F.
Clarke, Robert J.
Davis, James G.
Elliott, Margaret
Estrada, Roland G.
Finn, Robert P.
Fleming Jr., William T.
Gettinger, Hugo C.
Glatz, Jr., Charles
Grasty, Kenneth J.
Hagen, Robert S.
Hardesty, Steven
Harms, Norma R.
Heffern, Richard T.
Heil, June
Hinson, Robyn E.
Hume, Willis P.
Interlandi, Anthony
Jacobs, Mark L.
Jatras, James G.
Lindsay, Gary D.
*Matthews, Carl S.
Milliken, Karen M.
Monore, Evangeline
Nagy, Tibor
Parson, Ronald S.
Pifer, Steven K.
Ritter, Dianna
Rohn, Douglas
Rose, Julia S.
Sanderson, Janet A.
Specht, Stanley H.
Spoede II, Stuart L.
Trivelli, Paul A.
Van Treeck, Douglas
Weeks, Richard

**Matthews, Carl S. Should have appeared on the list of candidates recommended for tenure by the August 1981 session of the board.* □

Steigman speaks out on the 'senior surplus'

Much has been heard this past year about the "senior surplus." Rumors of 200 senior officers "walking the halls" have circulated around the Department, causing concern among officers at all levels. In this interview, Ambassador Andrew L. Steigman, deputy assistant secretary for personnel, discusses the reports.

Q—How much truth is there in all this talk that we hear?

A—There is indeed a "senior surplus," but the situation is not nearly so critical as rumor might suggest. As of mid-March, there actually were about 45 senior officers remaining unassigned from the 1981 cycle.

Q—Are those 45 "walking the halls"?

A—No, none of them is "walking the halls." They have been assigned to a variety of tasks while being carried in overcomplement status.

Q—What tasks? Can you give a couple of general examples?

A—Some are short-term projects that bureaus have been unable to accomplish with their regular personnel. Others are jobs arising out of urgent needs—such as the implementation of the Caribbean Basin Initiative—for which permanent positions have not been established. So these officers are gainfully employed on work of value to the Department, even if regular positions are not immediately available for them.

Q—Then there is no need for any concern?

A—No, I would say that the causes of the surplus deserve some attention.

Q—Could you elaborate on that, please?

A—Well, a shift from career to noncareer personnel in a number of senior positions to which appointments are made at the discretion of the President has occurred. On the other hand, the dimensions of that shift have been relatively modest—well within the normal limits for a transition from one administration to another. In 1980, the House Committee on Post Office and Civil Service issued its "Plum Book"—more formally known as "Policy and Supporting Positions"—listing all positions subject to presidential appointment. In the first year of the new administration there has been a net shift of only 20 senior positions listed in that book from career to noncareer appointees. So this phenomenon is only a partial explanation of today's "senior surplus."

Q—What's the rest of the explanation?

A—The major contributor to the surplus has been a factor internal to the Department—I mean the popularity of "stretch assignments."

Q—What's the connection as you see it?

A—As you know, it's long been customary for a certain number of Foreign Service personnel to be assigned to positions graded higher than their personal ranks. These assignments have been popularly regarded as offering them an opportunity to exercise additional responsibility at an earlier stage in their careers, and to enhance their prospects for promotion.

Q—Yes, but how does this fit in with the "senior" situation?

A—It's at those senior levels that the Department has assumed, for promotion calculations and other personnel planning, that roughly 10% of the positions graded for senior officers will in fact be filled by middle-grade officers on stretch assignments. So, in effect, about 80 of the 800 senior career positions can be filled by middle-grade officers without threatening to create a surplus. Then, in 1981, we were particularly generous with stretch assignments into senior positions.

Q—How generous?

A—The figures show that, in response to the pleas of Department managers for particular officers, and in the face of senior officer reluctance to bid on some categories of senior positions, we made over 150 stretch assignments into the senior levels. So you can see that this, rather than noncareer appointments, is the principal source of our current surplus problem.

Q—At this time, are you trying to do something about this?

A—We are. As many of you have doubtless heard, we are trying to absorb as much as possible of the surplus in the 1982 assignment cycle by applying much stricter controls over stretch assignments.

Q—What sorts of controls?

A—We plan to reserve senior-level positions whenever possible for senior officers, and thus we'll assign mid-level officers to such jobs only when no qualified senior can be found.

Q—Are you telling this to the senior officers and the others?

A—Yes. To accomplish this, we will press qualified senior officers to take positions not on their initial bid lists, rather than fill such positions with mid-level officers simply for want of senior bidders. ☐

Open Forum speakers are listed

Congressman Norman Mineta (D.-Calif.) is scheduled to address the Secretary's Open Forum, May 5, on "The American Experience: An Asian-American Perspective." Slated as speakers this month were Assistant Secretary Elliott Abrams, on human rights, April 7; William K. Chipman of the Federal Emergency Management Agency, who was to discuss civil defense, April 14; the Reverend Bryan Hehir, U.S. Catholic Conference, "Catholic Input into U.S. Foreign Policy," April 21; former Ambassador John Kenneth Galbraith of Harvard, "The Politics of Underdevelopment," April 28; and Claire Sterling, author of "The Terror Network," April 30. ■

Career Counselors

THE TABLE at right lists the current career counselors for all personnel. Employees may communicate with the appropriate counseling officer for advice and guidance in matters relating to career development, training, assignments and personnel actions. Detach the table and save it for reference.

Civil Service and other personnel who are not subject to worldwide assignment are served by the Office of Civil Service Career Development and Assignments (PER/CCA), Room 2421, ext. 20485. The table shows your individual counselor.

Foreign Service personnel who are subject to worldwide assignment are served by the Office of Foreign Service Career Development and Assignments (PER/FCA), Room 2328, ext. 28312. The table shows your individual counselor. In addition, Margaret D. Anderson and Earl Ambre are available to all Foreign Service personnel for general career counseling. Ms. Anderson is located in Room 2419 and can be reached on extension 29659. Mr. Ambre is located in Room 2137 and can be reached on extension 23627.

For domestic personnel . . .

In all grades	In these offices . . .	Your counselor is . . .	Room no.	Ext.
	S, S/S-EX (and all areas serviced out of S/S-EX), S/IG, PM, INM, S/CPR, IBWC, IJC, IBC, ACDA (Liaison), INR, EUR, M, M/MO, M/FLO, M/EEOCR, M/CT, M/FA, M/SDBU	Joseph McGuire	2429	23352
	CA, EB, EA	Janet Vido	2429	23352
	A/OC, A/SY, A/ISO, M/EX, M/DGP, IO, AF	Janice Burke	2429	23352
	L, OES, M/COMP, M/MED, RP, SSM, NEA	Greg DaDamio	2429	23352
	PA, ARA, A/EX, A/OPR, A/FBO, A/CDC, M/FSI	Maureen Park	2429	23352

For worldwide personnel . . .

In classes . . .	with function or assignment in . . .	Your counselor is . . .	Room no.	Ext.
FE-CM/FE-MC/ FE-OC	NEA, S (D, E, P, C), S/IG, Executive Seminar, S/P, RP, S/R	George R. Andrews	2809	21416
	EUR, CA, M, A, PM (+1), ACDA, OES, details	Don Junior	2809	21417
	AF, EA, INR, PA, HA, L,	Robert H. Wenzel	2809	21417
	ARA, INM, H, IO, EB, DIR/IPA	A. Wendell Whiting	2809	22238
FS 1	Administrative	Howard L. McGowan	2820	23438
	Consular	Donald K. Parsons	2332A	23332
	Economic	Richard C. Scissors	2419	29764
	Political (inc. labor, program direction)	Robert D. Collins	2419	29776
	Security	Peter E. Bergin	3800	20694
2	Administrative	Howard L. McGowan	2820	23438
	Consular	Donald K. Parsons	2332A	23332
	Economic (A–D)	Richard C. Scissors	2419	29764
	Economic (E–Z)	Charles A. Kennedy	2419	29764
	Political (inc. labor)	William S. Shepard	2419	29777
	Security	Peter E. Bergin	3800	20694
3–4	Administrative	Peggy Blackford	2820	23438
	Consular	Sandra Humphrey	2332A	23333
	Economic	Charles A. Kennedy	2419	29764
	Political	Thomas P. Hamilton	2419	29777
	Security	Robert Benker	2820	21478
4–6 (Untenured)	Chief, jr. officers	Charles T. Magee	2419	27691
	Administrative	Thomas C. Tighe	2419	27693
	Consular	Max N. Robinson	2419	27693
	Economic	Walter H. Manger	2419	27692
	Political	Walter H. Manger	2419	27692
	Security	Robert Benker	2820	21478
3–5	Secretaries	Ann Johnson	2336	29526
6–7	Secretaries	Janice Yeadon	2336	29526
8–9	Secretaries	Maria A. Rodgers	2336	29494
1–3	Communications personnel	Samuel R. Richardson	2820	28136
4–5	Communications personnel	John Maysa	2820	28136
6–9	Communications personnel	Victor J. Maffett	2820	28136 ■

Personnel: Civil Service

Promotions

GG–11

Michalski, Michael P., U.S. Mission to the United Nations

GS–3

Driscoll, Sheena Renae, Passport Office, Records Branch
Lane, Harold Bernard, Passport Office, Houston
Maye, Evelyn C., Office of Security, Washington Field Office
Taylor, Kim Marie, Passport Services, Office of Program Support

GS–4

Armstrong, Gayle B., Foreign Service Institute
Dinsmore, Celia E., Passport Office, Miami
Ealy, Sandra M., Diplomatic Pouch and Courier Operations
Goodwin, Lisa Jeanne, Office of Security, Evaluations Division
Lewis, Sabrina M., Passport Services
Malloy, Elizabeth A., East Asian and Pacific Affairs

GS–5

Edwards, Tyrone T., Foreign Affairs Information Management Center
Gil, Iris N., Despatch Agency, New York
Ingram, Debra S., Office of the Secretary, Information Management Section
Jose, Robert W., Operations Center
Mitchell, Pamela L., Passport Services, Office of Program Support
Mullaney, Shawn T., European Affairs
Noel, Vonda L., Economic and Business Affairs, Special Trade Activities and Commercial Treaties Division
Oshima, Wayne A., Office of Recruitment, Examination and Employment
Porter, Shirley A., Office of the Comptroller, Financial Operations
Puschel, Karen Lynn, Intelligence and Research, Office of Analysis for the Soviet Union and East Europe
Watson, Eunice K., Near Eastern and South Asian Affairs

GS–6

Cahoon, Fannie Elena, International Narcotics Matters
Johnson, Joan A., Passport Services, Office of Program Support
Johnson, Michael T., Foreign Affairs Data Processing Center

COMPTROLLER'S OFFICE—*Doris J. Greve*, center, who headed the travel voucher claims section, receives Meritorious Honor Award from *John B. Mann*, chief of the Fiscal Division, as she winds up 39 years of Government service. With them is *Elizabeth A. Gibbons*, director of financial operations.

Johnson, Sandra L., International Organization Affairs, Office of U.S. Budgetary Presentation and Payments
Lee, Shirley A., Intelligence and Research, Nuclear and Scientific Division
Lewis, Cynthia M., Economic and Business Affairs, Trade Agreements Division
Thomas, Alana M., Bureau of Personnel, Office of Position and Pay Management
Vavoudis, Lucinda, Intelligence and Research, Reports Coordination and Review Staff

GS–7

Davis, Audrey C., Medical Services
Dunn, Gwendolyn, Foreign Affairs Data Processing Center
Horkey, Angella M., Operations Center
Ohta, Sharon E., Executive Secretariat
Sakaue, Jane A., Foreign Service Institute
Savadow, Ava Lynn, Foreign Affairs Information Management Center
Shea, Maureen A., Inter-American Affairs, Office of Southern Cone Affairs
Wooten, Willie G., Passport Services

GS–8

Austin, Henrietta C., Carribean Affairs
Holmes, Bernice C., Office of Citizens Consular Services

GS–9

Harkless, Marlene R., Office of Supply, Transportation and Procurement, Motor Vehicle Branch
Panick, Dorothy, Despatch Agency, New York
Rubin, Phylis N., International Organization Affairs, Office of Communications and UNESCO Affairs
Stone, David L., Office of Recruitment, General Recruitment Branch
Thomas Jr., Edgar, Communications Center
Thomas, Cheryl Kathleen, Office of Civil Service Career Counseling and Assign-

ments, Merit Promotion Division
Verity, Eileen D., Bureau of Administration

GS–11

Bentel, John A., Office of the Secretary, Information Management Center
Buckley, Abigail A., Foreign Affairs Information Management Center
Hall, Blair F., Foreign Affairs Information Management Center
Jenkins, Jodi C., Oceans and International Environmental and Scientific Affairs
Swann, Mary Belle, Inter-American Affairs, Office of Congressional, Human Rights and Public Affairs

GS–12

Frisa, Lillian E., Intelligence and Research, Nuclear and Scientific Division
Gross, Margaret A., Foreign Affairs Information Management Center
Iacovo, Domenick F., International Organization Affairs, Office of UN System Coordination

GS–13

Evans-Magher, Guida, Visa Operations
Hellanis, Harold, Public Affairs, Office of Public Communications
Keefer, Edward C., Public Affairs, Office of the Historian

GS–14

Hallman, Brian Shepard, Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs

GS–15

Dolan, Joann, Office of the Assistant Legal Adviser, Educational, Cultural and Public Affairs

Appointments

Allen, Sally C., Office of Supply, Transportation and Procurement, Contract Branch
Amouri, Michael G., Administrative and Clerical Pool
Barry, Mary Louise, Passport Services, Special Issuance Center
Beacham, Lisa Ann, Consular Affairs
Bobik, Leslie L., Office of Equal Employment Opportunity and Civil Rights
Braxton, Constance, Administrative and Clerical Pool

MANAGEMENT OPERATIONS—*R. Glynn Mays Jr.*, left, retiring as director of the MODE (monitoring overseas direct employment) staff, is presented the John Jacob Rogers Award by *Robert H. Miller*, director of management operations. Mr. Mays' retirement culminated 35 years of service to the U.S. Government, including tours abroad as a Foreign Service officer and in the Department as a Civil Service officer.

Brewer, Shirlett, Administrative and Clerical Pool
Brown Jr., Bazil W., Classification/Declassification Center
Brown, Selwyn L., Office of the Comptroller, Financial Operations, Payroll Section
Buford Jr., Lee, U.S. Mission to the United Nations
Caputo, Bruce F., U.S. Mission to the United Nations
Carter, Cecilia L., Passport Office, Los Angeles
Carter, Lawan D., Passport Services, Office of Program Support
Cheslaw, Irving G., Classification/Declassification Center
Christopher, George, U.S. Mission to the United Nations
Coleman, Lori, N., Administrative and Clerical Pool
Conlin, Patrice N., Passport Office, Los Angeles
Coontz, Constance Patricia, Citizens Emergency Center
Craig, John Tucker, Classification/Declassification Center
Crocker, Valerie, Administrative and Clerical Pool
Czuczka, Marianne R., Foreign Service Institute
Daniels, Verlinda K., Passport Office, Chicago
Del Arco Daset, Visel, Foreign Service Institute
Dey, Mildred Brooks, Office of the Comptroller, Financial Operations, Foreign Payroll Branch
Fite, Michael Quentin, Bureau of Personnel, Office of Management
Fitzgerald, Estela S., Office of Security,

Washington Field Office
Flanagan, Edith E., Passport Office, Los Angeles
Foggie, Carol Ann, Classification/Declassification Center
Foxton, David A., Passport Office, Los Angeles
Glassman, Deborah, Information Systems Office, User Support Services Staff
Gold, Louise M., International Organization Affairs
Gonzalez, Maritza, Passport Office, Miami
Gopaul, Deborah A., Passport Office, Los Angeles
Gregory, Darryl Lorenzo, Bureau of Personnel, Office of Management
Harley, Angela Maria, Office of Security, Domestic Operations, Physical Security Branch
Harris, Ivy L., U.S. Mission to the United Nations
Herman, Daniel A., Visa Services, Diplomatic Liaison Division
Hill, Carolyn S., Visa Services, Written Inquiries Branch
Hillis, Susan K., European Affairs
Howard, Carla Earlise, Bureau of Personnel, Office of Management
Humphrey, Richard E., Office of Communications, Communications Planning and Engineering Division
Interrante, John G., Office of Security, Foreign Operations
Jackson, Leslie Fay, Administrative and Clerical Pool
Jackson, Pauline, Intelligence and Research, Strategic Forces Division
Jacobs, Mary E., Passport Services, Office of Program Support
Johnson, Sheila Ann, Office of Security, Washington Field Office
Jones, Silvia K., Passport Office, Chicago
Katz, Florence, Passport Office, Miami
Katz, Mark N., Intelligence and Research, Soviet Foreign Political Division

FOREIGN SERVICE INSTITUTE— Participants in the telephone-answering seminar (see story on Page 31) are left to right (first row): ***Joyce L. Smith, Cheri Brown, Clarie Williams, Belinda J. Williams, Joyce A. Turner.*** **Second row:** ***Betty M. Staton, Catherine Lawson, Eleanora Winston, Jean Jackson, Edwina P. Robinson, Gloria Pinger*** **(instructor),** ***Avery Gill, Lorraine Bobbitt, Micaela Kooiman.*** **Not pictured: William J. Hempel, Elouise Withers.** ***(Photo by John Bash)***

Kinney, Joyce Roymane, Passport Services, Office of Program Support
Koblitz, Donald J., Office of the Assistant Legal Adviser, Private International Law
Kotwasinski, Ronald M., Passport Office, Chicago
Kurilich, Barbra I., Passport Office, Los Angeles
Leduna, Rufino R., Despatch Agency, San Francisco
Lewis, Gilder Anne, Passport Office, Miami
Lincoln, Ruth Ann, Near Eastern and South Asian Affairs, Office of the Economic Adviser

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Long, Patrice E., Passport Office, Los Angeles
M Jdox, Nancy Lou, Passport Office, Los Angeles
McIvey, Ethel Lee, Passport Services, Office of Program Support
Mitchell, Shirley, Passport Office, Chicago
Napel, Antoine, Foreign Service Institute
O'Leary Jr., Jeremiah A., Office of the Deputy Secretary
Olson, Russell E., Classification/Declassification Center
Pee, Daisy B., Foreign Service Institute
Postell, Laura E., Passport Office, Miami
Powell, Anne E., Passport Office, Los Angeles
Proctor, Victoria G., Passport Office, Los Angeles
Rashkow, Bruce C., Office of the Legal Adviser
Rodgers, Lennetta M., Office of the Comptroller, Payroll and Retirement Accounts Division
Ross, Susan, Passport Office, Los Angeles
Russell, Susan C., Administrative and Clerical Pool
Schmelzer, Frank E., Classification/Declassification Center
Scocozza, Matthew V., Economic and Business Affairs, Transportation and Telecommunications Affairs
Searing, Richard C., Classification/Declassification Center
Sheerin, Daniel Patrick, Inter-American Affairs
Sims, Sharon V., Office of Facilities Management and Administrative Services
Slavova, Snezhana, Foreign Service Institute
Smith, Gwendolyn, Passport Office, Miami
Smith, Timothy Ferrel, Passport Office, Miami
Speer, David, Passport Office, Los Angeles
Starek III, Roscoe Burton, Office of the Under Secretary for Management

Summers, Kathy B., Foreign Service Institute, Administrative Services

Vlcek, Ann L., Oceans and International Environmental and Scientific Affairs, Office of Ocean Law and Policy

White, Jacqueline M., Passport Office, Chicago

Williams, Terri L., Family Liaison Office

Winslow, Jeffrey, Passport Office, Chicago

Woods, Vicky E., Passport Office, Washington

Yoshihashi, Lori K., Office of the Legal Adviser

Zeder II, Fred M., Pacific Island Affairs

Reassignments

Bloxton, Trina K., Administrative and Clerical Pool to Economic and Business Affairs, Office of East-West Trade

Choi, Donna, Passport Office, Philadelphia to Passport Office, Washington

Coles, Shelly W., Administrative and Clerical Pool to Economic and Business Affairs, Textiles Division

Fadel, Raymond T., Economic and Business Affairs to Public Affairs

George, Lorraine E., Visa Operations to Consular Affairs

Legg, Frances B., Bureau of Personnel to Congressional Relations

Lewis, Lorraine, Passport Services to Visa Operations

Olds, Deborah M., Office of the Comptroller, Resources Control Division to Office of the Comptroller, General Claims Division

Proctor, Bonita A., Overseas Citizens Services to Passport Office, Washington

Resignations

Baumann, Carol F., Intelligence and Research, Office of Assessments and Research

Brown, Debra, Passport, New Orleans

Brown, Patricia Ellen, Passport Services, Office of Program Support

Brynn, Jane C., European Affairs

Buchanan Jr., Ivens, Foreign Affairs Information Management Center, Information Access and Services Division

Chaffee, Suzann M., Despatch Agency, San Francisco

Chalekian, Armine, Passport Office, Los Angeles

Conover, Andrea L., Office of Recruitment, Examination and Employment, Foreign Service Officer Division

Dal Santo, Mary, Bureau of Administration

Dalton, Marc Stuart, Passport Office, New York

Freimuth, Lorriane Evelyn, Passport Office, Los Angeles

Goldberg, Ruth E., Chinese Affairs

Ivone, Irene I., Office of Recruitment, Examination and Employment, Foreign Service Officer Division

Mark, Dorothy M., Foreign Service Institute

Mazaroff, Jay Warren, Despatch Agency, Baltimore

Morrissey, John Francis, Visa Services, Office of Public and Diplomatic Liaison

Olson, Mary I., U.S. Mission to the United Nations

Payton, Mary Jean, Passport Services, Office of Program Support

Pillsbury, Carol Jane, Bureau of Administration

Pretlow, Rena, Passport Office, Washington

Puscasiu, Horia Mihai, Foreign Service Institute

Rinehart, Sydney Marie, Passport Office, Washington

Robison, Mary Mae, Public Affairs

Rolen, Dawn A., Passport Services, Office of Program Support

Rosberg, Gerald M., Office of the Legal Adviser

Russini, Virginia C., U.S. Mission to the United Nations

Schieffer, Virginia Rita, Passport Office, Houston

Shepherd, Cheryl Ann, Exec. Secretariat

Stevens, Derrick R., Medical Services

Strassman, Valerie Helene, Passport Office, Philadelphia

Tart, Terry Rochelle, Passport Office, Philadelphia

Theriault, Gloria E., Passport Office, Boston

Retirements

Acker, Ella D., Office of Supply, Transportation and Procurement

Amburn, Gladys M., Intelligence and Research, Office of Analysis for East Asia and Pacific

Anderson Jr., Paris R., Office of Supply, Transportation and Procurement

Callahan, Joseph R., Passport Office, New York

Crum, Morris J., Office of Security, Denver Resident Office

Hamilton, George M., Diplomatic Pouch and Courier Operations Division

Keating, Marjorie C., Office of Protocol

Lea, Thomas H., Foreign Affairs Information Management Center, Press Unit

Morefield, Gladys A., Office of Communications

Naumann, Madeline D., Intelligence and Research, Reports Coordination and Review Staff

BUREAU OF ADMINISTRATION—Allowances Staff director *Richard R. Martin*, left, presents plaque to deputy director *R. Reed Stormer*, who retired after 35 years of service.

FOREIGN SERVICE INSTITUTE—Recent graduates of the clerical orientation class, front row, left to right: ***Connie Lawson, Jennifer Siegel, Terry Dement, Joyce Bennett, Deborah Brewer, Estela Fitzgerald, Edwina Robinson.*** **Middle row:** ***Rebecca Edwards, Lydia Fuchs, Golde Rhodes, Renee Brown, Ava Ferrell.*** **Rear:** ***Donna Garrett*** **(faculty),** ***Amanda White, Glenn Phillips, William Smith, Reginald Hopson.***

Robinson, Mary E., Economic and Business Affairs

Stormer, R. Reed, Allowances Staff ☐

Back pay regulations

The Office of Personnel Management has issued final regulations on back pay and attorney fees in back pay cases. The text of the regulations is available for review in the Office of Civil Service Career Development and Assignments, Room 2429 New State. ■

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

Stalled for savings? Switch to automatic—the Payroll Savings Plan. Buy U.S. savings bonds.

President Reagan

Law of the sea, statements by President Reagan and his special representative for the third UN conference on law of the sea, Ambassador James L. Malone, before the House Merchant Marine and Fisheries Committee, February 22 (Current Policy No. 371).

Caribbean Basin Initiative, Organization of American States, Washington, February 24 (Current Policy No. 370).

Secretary Haig

Update of international developments, House Foreign Affairs Committee, March 2 (Current Policy No. 373).

News conference on the Middle East, February 5 (Current Policy No. 366).

Economic affairs

"Trade of NATO and European CEMA Countries, 1977–80," Lucie Kornei, Office of Analysis for Western Europe, Bureau of Intelligence and Research, November 30 (Special Report No. 92).

Europe

"In Defense of Western Values," Richard Burt, director of Bureau of Politico-Military Affairs, Copenhagen Regional Seminar, Denmark, February 5 (Current Policy No. 368).

"Poland: Financial and Economic Situation," background paper from Departments of State and Treasury, prepared for Senate Foreign Relations Committee, January 27 (Special Report No. 96).

Near East and South Asia

Afghanistan Day: March 21, Walter J. Stoessel Jr., deputy secretary of state, Senate Foreign Relations Committee, March 8 (Current Policy No. 375).

Security assistance

Proposed sale of aircraft to Venezuela, James L. Buckley, under secretary for security assistance, science and technology, Senate Foreign Relations Committee, February 5 (Current Policy No. 369).

GIST

Caribbean Basin Initiative (2/82).
Salvadoran elections (3/82).
Treaty of Tlatelolco (2/82).

Background Notes

Burma (1/82).
France (1/82).
Lesotho (12/82).
Trinidad and Tobago (1/82). ☐

Grants for research in Spain are offered

The U.S.-Spain Joint Committee for Scientific and Technological Cooperation is offering 6-to-12-month postdoctoral grants to U.S. scientific personnel wishing to conduct research in Spain. In addition, the committee is offering 1-to-3-month travel grants to Spain for qualified U.S. scientists interested in exchanging information on specific research topics or techniques.

Application forms are available from Gloria Gaston-Shapiro, Bureau of Oceans and International Environmental and Scientific Affairs, Room 4330, Main State. Information on the grants can be found in the February 22 Federal Register, Page 7790. ☐

American Diplomacy 1782

The chess match begins

April 1782

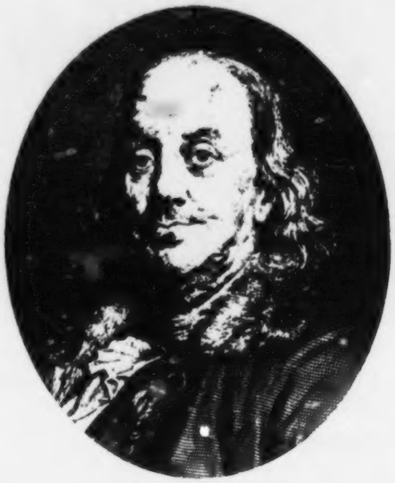
By Jan K. Herman

NOT FAR from the West Indian island of Guadeloupe, the British exact sweet revenge for what happened seven months ago at the Battle of the Virginia Capes. The warships of Admirals Rodney and Hood cut De Grasse's Caribbean fleet to pieces. Seven French vessels, including the flagship *Ville de France,* strike their colors, and De Grasse himself becomes a prisoner of war.

At the southern tip of Spain, British forces on Gibraltar withstand a continuing siege. Yet, even with Britain momentarily triumphant in American waters, the war is a standoff.

In Europe there is movement on the diplomatic front. After studying Franklin's conciliatory note of last month, Colonial Secretary Lord Shelburne pens an appropriate response. Richard Oswald, a 77-year-old Scotsman, is his choice to deliver it. Oswald is a retired, wealthy businessman who once lived in America and, if not genuinely pro-American, cultivates the impression that he is. Shelburne feels these qualities and Oswald's affability cannot help but impress and perhaps disarm the cunning Franklin.

The other ingredient in Shelburne's strategy is John Laurens. Laurens has been freed from the Tower of London on bail. It is no mere coincidence that the South Carolinian is an old business associate of Oswald's, both having dealt together in the slave trade years before. The two cronies meet with Shelburne, and the colonial secretary assures Laurens that American independence is inevitable. He then encourages the freed prisoner to visit Adams in Holland, and to try to convince him to open negotiations. Dealing separately with the American commissioners may help weaken their negotiating position.



Laurens and Oswald cross the Channel together on separate missions, the former headed for Amsterdam, the latter, carrying Shelburne's letter, to Paris. Adams hears Laurens' story but remains justifiably suspicious. He makes no commitments and chooses instead to cultivate his Dutch contacts, now that he is an accredited minister from a recognized republic.

The first meeting between Oswald and Franklin takes place on the 15th at Passy. The old diplomat scrupulously records the details in a diary. This exercise is not for history's sake alone but to help support his position should he later be attacked for bungling the negotiations. Shelburne's message is to the point. The British ministry acknowledges America's principal objective—independence. What, therefore, is left to dispute? On the 17th Franklin takes Oswald to meet Vergennes. The Scotsman inquires as to the French demands. The foreign minister tells him that France cannot make proposals without consulting her allies. Since England has none, Shelburne is in a better position to make the first move, he insists.

On the way back to Passy, Oswald expresses the feeling that, should the French demand too much, Britain would probably be forced to continue the war. A mere bluff, thinks Franklin, who writes in his diary "that they who threaten are afraid." Franklin prepares his own reply for Shelburne, stating that he and his fellow commissioners are empowered to treat for a general peace. He expresses the hope that Oswald may be given similar authority. Perhaps, too, Shelburne would like to suggest a time and place for the negotiations.

The note completed, the wily old man engages Oswald in a final conversation before the latter departs for London. Off the record, and without Vergennes' knowledge or approval, Franklin makes his first concrete proposal. As part of a final settlement, England might consider the cession of Canada and Nova Scotia to the United States, if for no other reason than to aid in reconciling the mother country with her former colonies. Such an arrangement might bring about a more durable peace. Oswald promises to broach the subject to Shelburne.

(One of a series)

Despite his earlier protestations to Oswald that "America would not treat but in concert with France," Franklin has done just that, recognizing that the time is drawing near when America's self-interest will have to take precedence over her alliance.

On the 22nd, Franklin writes to John Jay in Madrid asking him to come to Paris for ". . . there is much talk of a treaty proposed, but I can neither make nor agree to propositions of peace without the assistance of my Colleagues . . . Spain has taken four years to consider whether she should treat with us or not. Give her forty, and let us in the mean time mind our own business."■

Bureau Notes

Secretary's Office

SECRETARY HAIG traveled to Bal Harbour, Fla., February 19, to meet with the AFL-CIO executive committee. Accompanying him were MRS. HAIG; SHERWOOD GOLDBERG, executive assistant to the Secretary; KATHERINE BACKUS, special assistant to the Secretary; and LINDA WESLAR, staff assistant. On March 6–7, the Secretary met with FOREIGN SECRETARY CASTANEDA of Mexico, in New York. Traveling with Mr. Haig were Mrs. Haig; Mr. Goldberg; and JOYCE NESMITH, confidential assistant to the executive assistant. The Secretary traveled to New York, March 14–15, for the quadripartite meeting on the Caribbean Basin Initiative. Accompanying him were Mr. Goldberg; E. ANTHONY WAYNE, special assistant to the Secretary; LORA SIMKUS, personal assistant to the Secretary; Ms. Nesmith, CLAYTON McMANAWAY, deputy executive secretary; GEORGE F. TWOHIE, director, Executive Secretariat; NANCY DeGUMBIA and JAMES LANE, staff officers, Secretariat Staff; ANITA MUELLER and SHARON OHTA, secretaries, Secretariat Staff.

MADRID, Spain—*Secretary Haig* takes time out during his recent visit here as chief of the U.S. delegation to renewed sessions of the Conference on Security and Cooperation in Europe. His partners, from left: Spanish Davis Cup trainer *Edison Mandarino*, former Wimbledon champion *Manuel Santana* and embassy commercial counselor *John W. Bligh*. (Photo by Felipe Suso, ICA)

On February 19, Operations Center director JOHN D. STEMPEL spoke to the Santa Clara Kenna Club, on politics in the Middle East, and also appeared before a Middle East tour group from the Walnut Creek, Calif., Presbyterian Church. Mr. Stempel spoke to an audience on February 22 on the Iranian revolution.

TOM WHITE has joined the Secretariat Staff. ☐

POLITICAL AFFAIRS

Following his confirmation by the Senate as under secretary, LAWRENCE EAGLEBURGER asked the following persons to join his staff: MILLIE LEATHERMAN, SANDRA ULMER, DONNA PETRICH, MARSHA TILLMAN, DAVID GOMPERT, DARRYL JOHNSON, MARK PALMER and TOM PRICE. CLARA GALFORD remains where she has been during the tenure of the last four under secretaries, and LEE JETER has replaced ARVID MYNATT.

Mr. Palmer spoke at Harvard University, March 2, on "U.S.-Soviet Relations and Western Security."☐

OFFICE OF PROTOCOL

Newly-arrived ambassadors from France, Nicaragua, Dominica and Israel presented their credentials to PRESIDENT REAGAN on February 16, assisted by RICHARD GOOKIN, JOHN MURTHA, GEORGE SEALEY, RODNEY RAWDING, RICHARD MASSEY, JANIE GUILBAULT and JUDY KNOWLES. Dinners in honor of the diplomatic corps were held at the White House on February 11 and 18. Assisting at the White House were THOMAS NASSIF, Mr. Gookin, PATRICK DALY, Mr. Murtha, Mr. Sealey, Ms. Guilbault, MARY K. PASKUS, JAMES PAYNE, EUGENE LEWIS, LEWIS WENDELL, JUDY McLENNAN, Mr. Massey, CATHY GERARDI and Mr. Rawding. Members of the Visits Division assisted with the visit of Prime Minister WILFRIED MARTENS of Belgium, President MOHAMED SIAD BARRE of Somalia and President FRANCOIS MITTERRAND of France. ☐

Administration

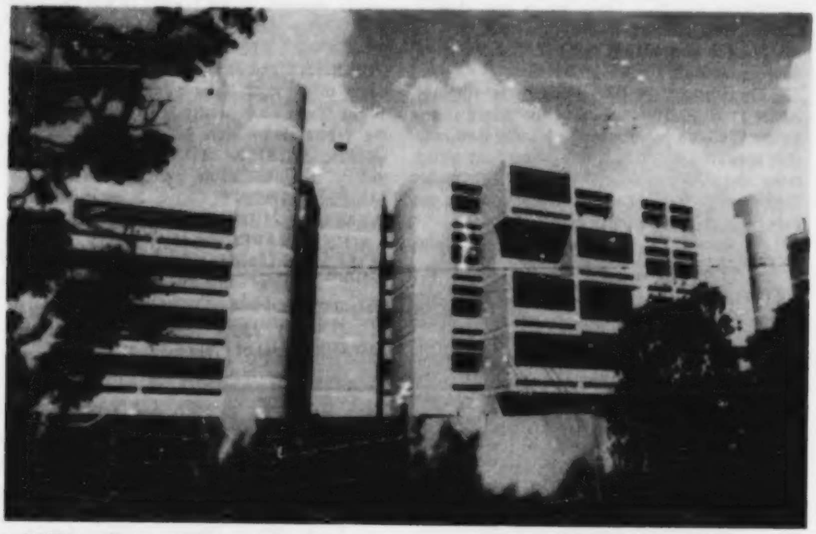
FOREIGN BUILDINGS OFFICE

Front Office: Deputy assistant secretary WILLIAM L. SLAYTON, accompanied by inter-American area officer JOHN LEECH, visited Belize, Guatemala, Honduras and Panama. Mr. Slayton then traveled to Colombia, Equador, Peru, Argentina, Uruguay, Paraguay, Brazil, Venezuela, the Dominican Republic and Haiti, accompanied by inter-American area officer GLENN MABRAY. In Brasilia, Mr. Slayton participated in a demonstration of an escape chute that will be used as an emergency exit when a building must be vacated due to fire or other emergency. His visits to other posts were to review and discuss building needs with ambassadors and other post officials.

MARVIN F. SMITH became deputy director on January 25. He was formerly the comptroller of the Bureau of Refugee Programs.

The Panel of Architect Consultants of the Department of State met with office officials, February 23–25, to review projects which are under design. DONN EMMONS of the firm of Wurster, Bernardi & Emmons, San Francisco, was honored by the Department for having served as a consultant for three years. Mr. Emmons was replaced by RALPH RAPSON, dean of the School of Architecture at the University of Minnesota. The design projects reviewed by the consultants included Riyadh staff housing; embassy office buildings for Damascus, Djibouti, Muscat, and Ottawa; and embassy residences for Muscat and Suva.

Mr. Slayton briefed Ambassador RICHARD W. MURPHY (Saudi Arabia) and Ambassador ROBERT P. PAGANELLI (Syria) on projects in their respective countries. Mrs. RAYMOND ROSSI of New York has started the Villa Tavrena Foundation, based in Washington, DC. This nonprofit organization will be raising funds to renovate the chancery and ambassador's residence in Rome. Special assistant RAVI SIKAND has been providing logistical support for this project.



CAIRO, Egypt—U.S. employees have moved into two new apartment buildings completed late last year. The buildings, with 52 units, have inner courtyards and playground areas.

VONDELL MAYO, a secretary for five years in the Front Office, has left to assume her new position as administrative assistant.

Operations Division: African area officers OSCAR REYNOLDS and JOHN FORD participated in administrative management assistance team visits to Zaire and Somalia, respectively, as part of longer trips to the field. In Zaire, Mr. Reynolds was joined by former Ambassador E. GREG KRYZA and architect SCOTT FEREBEE. Mr. REYNOLDS also traveled to Zimbabwe and South Africa, where he was accompanied by assistant director for buildings design WILLIAM McCOLLOUGH and interior design staff chief SUSAN McQUEEN. The primary purpose of this visit was to inspect ambassadors' residences and other senior officer residences. Mr. Ford joined architect HERSHEL WALTERS and consultant SAM THORNBURG on the visit to Somalia. Mr. Ford also visited Burundi, Rwanda, Kenya and Seychelles, to consult on real property matters there. Assistant African area officer RAYMOND BONESKI traveled to Gabon, Mozambique and Cameroon, to assist the posts with real property matters. He was accompanied by architects CARL PETCHEK and CLAUDIA RUSSELL. Inter-American area officer LESTER KLOTZBACH visited Haiti, Martinique, Barbados, Trinidad, Guyana, Surinam and Antigua, to consult with the posts on real property matters. Near Eastern and South Asian area officer KEITH GWYN traveled to Morocco, Algeria, Tunisia, Jordan, Iraq, Kuwait, Sri Lanka and Thailand, to confer with officials on building matters. After completing the new mid-career course, DON BRYFOGLE and ED HARKNESS have joined the operations staff. BERNIE GROSS has also joined Operations, from the Construction and Maintenance Division. All are assistant area officers. LOUIS LEMIEUX, East Asian assistant area officer, has left for his new assignment in Kuala Lumpur as general services officer. ANGELIKA MARTIN, secretary in the Operations Division, was awarded a meritorious step increase.

Contracts Division: LORRAINE L. VEITENGRUBER, contract specialist has been awarded a high quality step increase.

Executive Office: PHILLIP J. WALLS, executive officer, has assumed his new position as project manager for the Blair House rehabilitation project.

Construction and Maintenance Division: JAMES B. LACKEY, assistant director for construction and maintenance, and JOSEPH P. WHITE, chief estimater, traveled to Hong Kong to discuss contractual matters regarding the highrise apartment building to be built there, then to Kuala Lumpur to review a construction claim on an office building under construction. They continued on to Colombo, to review work on the office building under construction, then to Paris, to negotiate a contract for the Bissau housing and recreation project. They also reviewed work under construction on rehabilitation of the Talleyrand building in Paris. They were joined in Paris by area branch chief CLAUDIA J. RUSSELL and area officer RAYMOND A. BONESKI. Mr. Lackey returned to Washington, while the remainder of the team went on to Libreville to review construction bids for the housing project. Ms. Russell conducted a pre-bid conference, in Lagos, for a proposed housing project, prior to returning to Washington.

Buildings and Design Division: The Lagos fire survey team, consisting of Foreign Buildings Office fire chief DENNIS LUNDSTEDT, African area officers OSCAR REYNOLDS and RAYMOND BONESKI, and CARL PETCHEK, architect, visited the post to analyze the proposed scope of work as a result of the recent fire at the chancery. The contractors proposal was submitted for review on March 11. Technicians with the survey team temporarily repartitioned the chancery to allow the embassy staff to move back in part of the building. CARL HANSEN, structural engineer, visited Mexico City, March 3–7, to review structural plans and specifications for the new consulate office building in Hermosillo, Mexico. Structural engineer PETER GURVIN traveled to Embassy Tunis to participate in a communications site survey, March 2–4. FIORI DIPAOLO, architect, was preparing plans for an additional 20,000 square feet of leased office space in State Annex 3, for the Foreign Service Institute. Contract architects Kennard & Kennard, and team members from Special Programs and Liaison returned from Khartoum, March 6, after completing a survey to upgrade security at that post.

Interior Design Division: ELISE K. SCHOLAR, interior designer, visited Bridgetown, Barbados, February 16–19, to develop the interior design scheme at the ambassador's residence, in preparation for PRESIDENT REAGAN's visit. ☐

LANGUAGE SERVICES DIVISION

During the week of March 15, DIMITRI ARENSBURGER, WILLIAM D. KRIMER and LAWRENCE BURRELL switched from the intermediate-range nuclear forces discussions to the Standing Consultative Commission meetings, both in Geneva, Switzerland. Russian interpreters Arensburger and Krimer handled the Haig-Gromyko meeting in Geneva, January 26. DON BARNES, chief of the Interpreting Branch, accompanied a delegation headed by Senator JESSE HELMS to the Presidential inauguration in Honduras, January 26–27. Spanish interpreter TED HERRERA was on a mission for the Justice Department in Mexico City, January 24–29. Verbatim Reporter FERD KUYATT flew to Chicago to report the Secretary's speech at the Solidarity Day Rally, January 30. Mr. Barnes and ALEC TOUMAYAN proceeded to Madrid and Rabat, respectively, to assist SECRETARY HAIG during his visits to Spain and Morocco, in early February. Arabic interpreter ZAKI ASLAN accompanied Defense Secretary CASPAR WEINBERGER on his visit to Riyadh and Dhahran, February 4–14. On February 3 the division lost TERRY LIMPOUCH, a trilingual clerk-typist, who took a job in the private sector.

Spanish interpreter TONY HERVAS was in Madrid for U.S.-Spain base talks, February 15–26. While there, he interpreted for Senate Armed Services Committee chairman JOHN TOWER in his meetings with the Spanish prime minister and the chairman of the Joint Chiefs of Staff of Spain. Verbatim reporter MARIE TAYLOR traveled to Bal Harbor, Fla., to handle the Secretary's speech and question-and-answer session before the executive council of the AFL–CIO, February 19. German interpreter HARRY OBST interpreted for Christian Democratic Union Bundestag deputy PETER LORENZ in his meetings with Under Secretary LAWRENCE EAGLEBURGER and others, February 23–24.

The division provided language services for the 18th session of the Committee on Food Hygiene of Codex Alimentarius, February 22–26. Division chief NORA LEJINS served as language services officer, Mr. Barnes as chief interpreter, and former division chief THEODORE H. LEON as deputy language services officer (night shift). Interpreter STEPHANIE VAN REIGERSBERG accompanied the commander-in-chief, Supreme Allied Command/Atlantic, on a five-day assignment to Colombia, at the end of February. French interpreter SOPHIA PORSON spent the first week of March on a classified assignment in Paris. The Caribbean basin discussions in New York, March 14–15, required the presence there of interpreters Hervas and Porson; translators CELESTE BERGOLD and PILAR MOLNAR; and verbatim reporter FERD KUYATT. Mr. Obst interpreted during the Washington visit of West German FOREIGN MINISTER GENSCHER, March 7–9. Ms. van Reigersberg left for renewed base negotiations in Madrid, March 9–26. Mr. Barnes interpreted for the President-elect of Costa Rica, March 11–12, and Mr. Toumayan interpreted for PRESIDENT MITTERRAND on his brief Washington visit, March 12. ☐

OFFICE OF SECURITY

At the invitation of the deputy assistant secretary for security, MARVIN L. GARRETT JR., the executive director of the Bureau of Administration, JOHN P. SHUMATE, presented awards to the following: THERESA S. HAYDEN, quality step increase; CHRISTOPHER M.B. DISNEY, cash performance award; KENNETH ORZELL, WILLIAM DeCOURCY, JOHN BEDROSIAN and ROBERT CLARK, certificates of outstanding performance; WILLIAM D'URSO, DORIS ROGERS, ROBERT OTTWILLER and KATHLEEN HELM, certificates of excellent performance; JAMES MOORE, 30-year length of service; DAVID MANLEY and ROBERT BRITTIAN, 10 years.

BILBAO, Spain—Principal officer W. *Kenneth Thompson* presents secretary *Maria Carmen Juarrero* with special award given by the Office of Security.

From February 22–24, GERRY McGRATH taught "Terrorism and Crisis Management," at the Education and Training Office, for about 15 special agents of the Office of Security. On February 24, EDWARD L. LEE II was a guest at the Baltimore Police Department, at a hostage course in Towson, Md. From March 8–9, he spoke on overseas contingency planning, at the fourth annual energy conference of the American Society for Industrial Security, in Dallas. Special agent BRUCE TULLY and First Lt. BETH A. SALAMANCA traveled to Lima and Mexico City, for a mobile training team program. They returned March 6.

The Dignitary Protection Division provided security details for the following: FOREIGN MINISTERS TINDEMANS of Belgium and COLOMBO of Italy, PRINCE and PRINCESS HITACHI of Japan, VICE PRESIDENT GUTIERREZ of El Salvador, FOREIGN MINISTER GENSCHER of West Germany, PRESIDENT-ELECT MONGE of Costa Rica, and QUEEN NOOR of Jordan. JEFF BOZWORTH attended the "Terrorism and Crisis Management" course conducted by the Education and Training Staff. On March 7–9, CHRIS DISNEY and WALTER BACAK visited Knoxville, Tenn., to meet with officials of the 1982 World's Fair Committee. Special agents PAUL SORENSEN and RICH GAIANI of the Philadelphia Field Office assisted in providing protective services to QUEEN NOOR during her trip to Houston, and in Washington.

At the New York Field Office, special agent JOHN SAPANARA resigned to pursue a career in the Federal Bureau of Investigation. WILLIAM KETTERING and ALFRED SANTOS have been assigned on temporary duty to Vatican City and Beirut, respectively, since January, on a protective assignment. BRUCE TULLY and JEFF BOWERS have joined the Division of Foreign Operations as the assistant Near East and Asia desk officer and Africa desk officer, respectively. EV KELLY attended a forensic science course at the Federal Bureau of Investigation academy in Quantico, Va., March 8–11. RALPH CHIOCCO, regional security officer in Havana, was in the Department, March 1–4, as part of a Department of Defense survey team going to several South American posts. JOE LITTLE attended the Marine security guard company commanders' conference, in Nairobi, Kenya, February 2–5. After the conference, he went on an orientation trip to several Marine

OFFICE OF SECURITY—At consultations with associate directors for security, from left: *Marvin T. Doig*, Manila; *William H. Armor*, Frankfurt; *David L. Roberts*, Casablanca; *Vernon E. Bishop*, New Delhi; deputy assistant secretary *Marvin L. Garrett;* Under Secretary *Richard T. Kennedy;* Ambassador *Robert M. Sayre; James C. Kolesnik*, Frankfurt; *Roger H. Robinson*, Panama; *Ralph E. Laurello*, Nairobi.

security guard posts in East Asia.

On February 23, DENNIS PLUCHINSKY of the Threat Analysis Group spoke on "Terrorism in Western Europe," to the Foreign Service Institute's western Europe area studies class, and, on March 4, he spoke on international terrorism at the John F Kennedy Center for Military Assistance, at Fort Bragg, N.C. On March 3, LOUIS MIZELL spoke to the Atlanta Metropol (an organization representing 160 local, state and federal law enforcement agencies) in Atlanta, on the topic of domestic terrorism. On March 22, ANDREW CORSUN spoke on international terrorism at the John F Kennedy Center for Military Assistance, at Fort Bragg. On February 9, RUFUS D. PUTNEY addressed a luncheon sponsored by the Federal Law Enforcement Agencies Association. On February 22–24, RICHARD H. KLINGENMAIER and ROBERT BOOTH attended the forensic science course offered at the Federal Bureau of Investigation academy. □

African Affairs

Assistant Secretary CHESTER A. CROCKER briefed editorial page editors at their national meeting in Washington, February 9. He presented JONES O. ROBINSON a 40-year length of service award. Other service awards were presented to CHRISTINE R. JONES, 20 years; PATRICIA C. HOWARD, 10; and THOMAS E. WILLIAMS, 20. DAVID B. DLOUHY received a Meritorious Honor Award.

The deputy assistant secretary for African affairs, LANNON WALKER, spoke at a conference on southern Africa, cosponsored by the Washington World Affairs Council and the Mayor's International Task Force on Africa, February 17. He also traveled to Athens, Greece, to brief Citibank executives, at their national meeting, on U.S.-Africa Policy. CURTIS KAMMAN, director of East African affairs, briefed students and faculty at the National War College, in Pennsylvania, February 9, on the "Horn of Africa." MICHAEL G. WYGANT, director of the Office of Public Affairs, traveled to Georgia to speak to students, faculty and press in Savannah, Augusta and Statesboro, under a program sponsored by the Georgia Consortium of State Colleges and Universities, February 8–10. CYNTHIA HANSON, Office of Southern African Affairs, addresssed a national meeting of the women's auxiliary of the American Foreign Legion, on "Namibia," February 19. GREGORY FROST, Office of Southern African Affairs, participated in a conference on southern Africa, February 24, sponsored by the African Students' Association of the University of Miami. JOSEPH SEGARS, Office of Southern African Affairs, briefed students of Hope College, Mich., in the Department, March 4. ROBERT BRUCE, director, Office of West African Affairs, spoke at a Petroleum conference, March 5, sponsored by Bache & Co., on "Economic/Political Stability in West Africa." PRINCETON LYMAN, deputy assistant secretary for African affairs, delivered the keynote address, March 12, in Sarasota, at a conference on southern Africa sponsored by the University of Florida. ALBERT E. FAIRCHILD, alternate director, inter-African affairs, represented the United States at the February 17–18 African experts meeting of NATO, in Brussels.

PATRICIA KIM has joined the Office of Inter-African Affairs as regional affairs and congressional relations officer, following her completion of the mid-level course. EDNA SHERRILL, formerly of Visual Services, has also joined the Office of Inter-African Affairs, as secretary.

SEAN HOLLY visited Botswana, Kenya, Lesotho, South Africa and Zimbabwe, in February, to discuss labor, refugee and human rights matters with embassy and host government personnel. SALLY GOBER, country officer for

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NOUAKCHOTT— Assistant Secretary *Chester A. Crocker,* right, cuts ribbon at school opening, during his visit to Mauritania. At left is chargé *Stanley N. Schrager.* Second from left is *Bruno Quebedeaux,* AID contractor and president of the school board.

Rwanda, Burundi and the Central African Republic, returned from a three-week orientation trip to these countries, March 7. DAVID PEASHOCK, Zaire country officer, participated in a political-military simulation at the Army War College, Carlisle, Pa., March 9–12. BISMARCK MYRICK, Somalia country officer, was to leave the Office of East African Affairs, March 17. His successor was EARLE SCARLETT. LEONARD G. SHURTLEFF, deputy executive director, returned March 15 from three weeks of orientation travel to Dakar, Lome, Nouakchott, Bissau, Monrovia, Abidjan, Douala, Yaounde and Bamako. ☐

Arms Control and Disarmament Agency

The intermediate range nuclear forces negotiations recessed, March 16, in Geneva, for two months, and Ambassador PAUL H. NITZE returned to Washington for consultations.

PRESIDENT REAGAN has designated retired Air Force General RICHARD ELLIS as U.S. commissioner for the U.S.-USSR Standing Consultative Commission. The President, on March 10, announced his intention to nominate General Ellis for the rank of ambassador during his tenure in the commission post. He replaced ROBERT W. BUCHHEIM, who resigned. At the time of his retirement in August 1981, General Ellis was serving as commander-in-chief of the Strategic Air Command and director of the Joint Strategic Target Planning Staff. The commission opened its 21st session in Geneva, March 16. Other agency personnel on the U.S. delegation were FRANK P. DeSIMONE, JAMES W. MILNER and LORRAINE A. KOSTELNICK.

The Senate Foreign Relations Committee held confirmation hearings, March 16, for three presidential appointments to agency posts: ROBERT T. GREY as deputy director, NORMAN TERRELL as assistant director and head of the Bureau of Nuclear and Weapons Control, and JAMES L. GEORGE, as assistant director and head of the Multilateral Affairs Bureau. RICHARD M. MILTON, on detail to the agency from the Department's Bureau of Inter-American Affairs, has been named a deputy assistant director in the Multilateral Affairs Bureau. Colonel TIM T. DeGAVRE, who came to the agency from the Air Force Scientific Advisory Board in Washington, has been named head of the Technology Transfers Group in the Nuclear and Weapons Control Bureau. He has 17 years of military service, much of it related to space systems development and planning. Also assigned to the group was Air Force Major MICHAEL McCRACKEN, a recent graduate of the Armed Forces Staff College. As a pilot, he has flown both the F-4 and the T-38. His combat experience includes over 200 missions as a B-52 navigator.

Agency director EUGENE V. ROSTOW was the luncheon speaker, March 16, in Washington, at the fifth German-American Roundtable Conference. Mr. Rostow discussed "Arms Control Policy and Prospects for the 1980s," at a conference on international security and arms control, March 30-April 1, at the University of Califonria at Los Angeles. On April 2, he visited the Lawrence Livermore National Laboratories, near San Francisco. Acting assistant director NORMAN TERRELL and executive secretary JOSEPH PRESEL accompanied the director to California. While in Los Angeles, Mr. Terrell met with representatives of the Hughes Aircraft Co. and the Northrop Corp., and, in Sacramento, he met with officials of the Aerojet General Corp. On March 26, Mr. Terrell was the keynote speaker at the third annual intercollegiate conference of the New Call to Peacemaking, sponsored by the Peace and Conflict Studies Committee of Juniata College, Huntingdon, Pa. Mr. Terrell was a member of a panel discussing "Current U.S. Arms Policy: Implications for Global Peace," at a conference, February 25, in Berkeley, at the University of California.

Ambassador EDWARD L. ROWNY and SAMUEL J. WATSON III were in Munich, February 13–14, for the Wehrkundetagung, a privately-sponsored conference of NATO defense experts. Mr. Presel spoke in Brussels, March 1–2, with Belgian and European parliamentarians, and attended a conference on strategic and regional disarmament, March 4–6, in Monaco, under sponsorship of the World Peace Academy. Public affairs adviser JOSEPH D. LEHMAN was in Indianapolis, March 23, to address the Senior Officers Public Affairs Seminar at Fort Benjamin Harrison's Defense Information School. On March 24–25, Mr. Lehman took part in a foreign policy conference at the University of Charleston, W. Va. He spoke on "Disarmament and National Security: Are They Consistent?" at a March 5 program at Congregation Tifereth Israel, Glen Cove, N.Y.

"Arms Control in the '80s: How Do We Deal with the Russians?" was the topic of a Salt Lake City, Ut., town meeting, March 9, at which the agency was represented by MATTHEW F. MURPHY. He also discussed arms control issues during radio and television interviews. BYRON DOENGES appeared on WMHT's live studio program, "Matters of Opinion," March 7, in Schenectady, N.Y. He visited several colleges, March 8–10, under the sponsorship of the Indiana Consortium for International Programs. He spoke at Taylor University, Goshen College, St. Mary's College, Manchester College and Indiana University of Kokomo.

ROBERT E. MORRISON has retired from the agency. He was assigned to the Verification and Intelligence Bureau. ☐

Consular Affairs

Assistant Secretary DIEGO C. ASENCIO addressed the graduating class of U.S. marine guards at their formal dinner, February 26, in Quantico, Va. Senior deputy assistant secretary ROBERT E. FRITTS addressed the Presidential Classroom for Young Americans, in the Dean Acheson Auditorium, March 4. This program gives selected high school students throughout the United States an opportunity to exchange ideas for a week with policymakers from all branches of the U.S. Government. On March

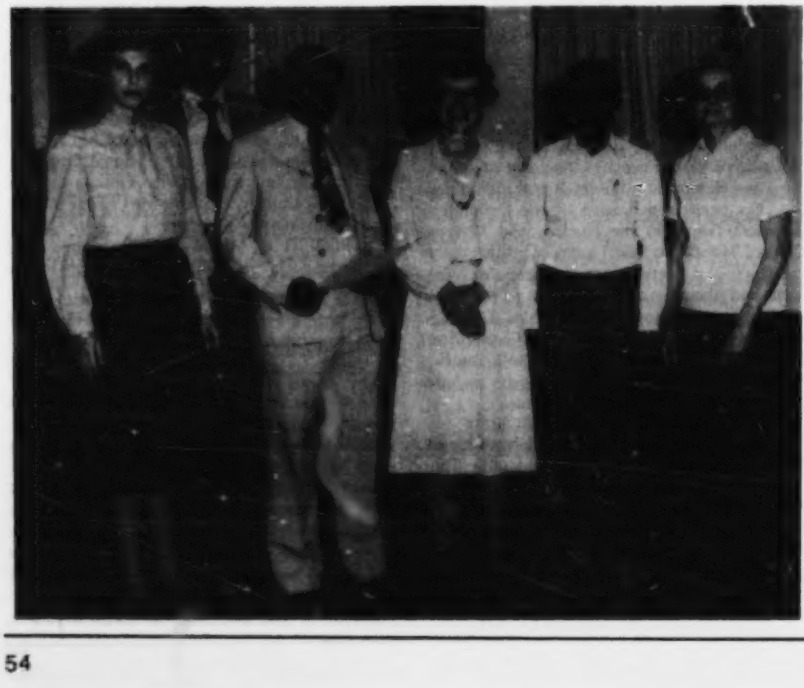
10–11, Mr. Asencio hosted the U.S.-Mexico Consular Cooperation Action Group Conference, in the Department, to address the growing policy importance of consular cooperation and relations between Mexico and the United States. Attending were delegates from the Bureau of Consular Affairs, the Office of Mexican Affairs, the Immigration and Naturalization Service and the U.S. Customs Service.

J. DONALD BLEVINS, deputy assistant secretary for passport services, visited the Miami Passport Agency during late February to meet with the employees and to inspect the new office space which the agency will move into shortly. Miami will be the next agency to install the travel document issuance system (TDIS), after Los Angeles, which will begin issuing TDIS passports this spring.

EDWARD KREUSER, associate director for visa services traveled to Bangkok and Manila, February 27–March 12, to discuss visa management and policy review.

A number of employees participated in a variety of courses during the month of February. Among them were JAMES STANLEY, JANE HAYES, ALICE RITCHIE, PETER GUADAGNO, BRUCE KEELING, PAMELA CHAVEZ, PENNY McMURTRY and DAVID JOHNSON (advanced consular course); LEONARD GRAVETT (basic consular course); HERBERT NEWMASTER, HELEN DADE and CHARLES STANGE (supervisory studies seminar); BRUCE McKENZIE and RONALD ACKER (word processing); and VIVIAN BARNES (communicating by letter and memo). ☐

DACCA, Bangladesh—Ambassador *Jane A. Coon*, center, presents Meritorious Honor Award and cash award to consular specialist *Bernard Rozario*, on her right. The others are, on left, consular officer *Ellen Goff*, visa investigator *Anwar Hossain*, and, on right, consular assistants *A. Quoreshi* and *Barbara Bird*.



East Asian and Pacific Affairs

Assistant Secretary JOHN H. HOLDRIDGE spoke to the Yale-China Association, in New Haven, on "U.S. Policy toward East Asia," February 15. In March, he appeared at the House of Representatives' subcommittee on foreign affairs hearing, on U.S.-Japan relations. On March 3, he met with the Baltimore Council on Foreign Relations. He participated in the fourth annual Association of Southeast Asian Nations-U.S. dialogue, March 9–11. Deputy assistant secretary ANTHONY ALBRECHT chaired the sessions.

During February, deputy assistant secretary THOMAS P. SHOESMITH traveled to the West Coast and Hawaii. In San Francisco, he addressed the joint executive committee meeting of the Advisory Council on U.S.-Japan Economic Relations and the Japan-U.S. Economic Council. In Kona, Hawaii, he participated in roundtable discussions with members of the Pacific Forum, an Hawaii-based nongovernmental organization. From there he went to Honolulu to present an address on "U.S. Policy in East Asia and the Pacific—Managing Competition and Consensus," to the Pacific and Asia Affairs Council.

WILLIAM PIEZ, director of the Office of Economic Policy, addressed members of the World Affairs Council, in Seattle, February 9, and the Committee on Foreign Relations in Billings, Mont., February 10–11, on international economic policy. HENRY BARDACH, director-designate of the Office of Economic Policy, represented the bureau and participated in the meeting of the Asian Pacific Council of American Chambers of Commerce, and consulted with American consulate general and Hong Kong officials, February 28–March 6.

In the Office of Chinese Affairs, director WILLIAM F. ROPE gave an address on February 19 at the National Academy of Sciences to a group of university presidents and provosts about Government procedures regarding the handling of over 7,000 Chinese students who have come to the United States in the past few years. On March 24, deputy director RICHARD W. MUELLER addressed the Far East-America Council, in New York, on U.S.-Chinese relations. TERRELL OTIS, deputy political chief, addressed a group of honor students from Harding College, at the request of the Bureau of Public Affairs, March 22, in Washington.

DeSAIX ANDERSON, director of the Office of Vietnam, Laos and Kampuchea, participated in a Carnegie Endowment "Face-to-Face" program, on Indochina, March 3. RAYMOND F. BURGHARDT, deputy director of the office, accompanied deputy assistant secretary of defense RICHARD ARMITAGE on a prisoner-of-war/missing-in-action mission to Hanoi, February 23–24. Colonel JEAN SAUVAGEOT, political/military adviser in the Office of Regional Affairs, also went, as an interpreter. ☐

Economic and Business Affairs

MATTHEW V. SCOCOZZA, deputy assistant secretary for transportation and telecommunications, visited Paris, February 22–26, for negotiations with the European Civil Aviation Conference concerning air fares in the North Atlantic market. Another meeting was slated to be held soon in Washington. Following the Paris talks, Mr. Scocozza led a U.S. delegation to London, for aviation consultations with the United Kingdom, March 1. Mr. Scocozza was accompanied by THOMAS C. COLWELL, chief of the Aviation Policy and Programs Division. On March 4, Mr. Scocozza led an interagency delegation to Ottawa to discuss U.S.–Canadian trucking issues with Canadian provincial and federal officials. JUDITH MEYER of the Office of Maritime and Land Transport participated in the discussions.

ARTHUR FREEMAN, director of the Office of International Communications Policy, met with officials in New Delhi, Manila, Tokyo and Beijing, January 30–February 19, to discuss the International Telecommunications Union's 1982 plenipotentiary conference. Major issues involve the method of financing the union, and the extent to which technical assistance activities can be accommodated within its existing structure.

PAUL BALABANIS, director of the Planning and Economic Analysis Staff, participated in the panel discussion on "The U.S. Response," at the "Limits of Growth" anniversary program sponsored by the U.S. Association for the Club of Rome. The meeting was at the Smithsonian Institution, March 2. GEORGE TAVLAS of the same staff traveled to New York, March 5, to attend the annual U.S. LINK meetings. (LINK is an economic forecasting service of the world economy.) The meetings were held at the United Nations; they emphasized macroeconomic developments and prospects in major countries. MICHAEL ULAN, also of the Planning and Economic Analysis Staff, attended the Foreign Service Institute's executive performance seminar, in Berkeley Springs, W.Va., March 7–12.

The director of the Office of International Commodities, ANN L. HOLLICK, was the co-representative of the United States at meetings of the Committee on Commodities and its permanent subcommittee, which took place in Geneva, February 1–12. The meetings explored ways to increase developing-country participation in the processing and marketing of their primary products, the stabilization of commodity export earnings and other commodity issues. JOHN BARCAS, chief, Tropical Products Division, attended the annual meeting of the National Cotton Council in Dallas, February 5–6. He addressed the foreign affairs committee of Cotton Council International, on the results of the International Cotton Advisory Committee plenary, held last October, and prospects for concluding a comprehensive international cotton agreement under auspices of the UN Conference on Trade and Development. JIM WOOLWINE of the Tropical Products Division attended the 71st annual convention of the National Coffee Association, in Boca Raton, Fla., February 8–9. He briefed the foreign affairs committee on U.S. proposals to renegotiate the international coffee agreement. MARK LORE, also of the Tropical Products Division, attended the sugar and sweeteners colloquium, in Tarpon Springs, Fla., February 7–10. The meeting discussed several important issues concerning sugar, including new U.S. price supports, the administration's Caribbean Basin Initiative, and outlook for the international sugar agreement.

The chief of the Industrial and Strategic Materials Division, JAMES C. TODD, led the U.S. delegation to the International Natural Rubber Council special session, in Kuala Lumpur, March 5–6, and was alternate delegate to the Committee on Buffer Stock Operations, also in Kuala Lumpur, March 3–4. The annual meeting of the Zinc-Institute and Lead Industries Association, in St. Louis, March 8–11, was attended by DAVE WILSON, assistant chief of the division. ROBERT GOLDBERG of the division was in Copper College, El Paso, Tex., February 28–March 5, where he spoke on international aspects of strategic materials issues and the concerns of U.S. policymakers.

The chief of the Textiles Division, RICHARD IMUS, headed the U.S. delegation for negotiations in Rio de Janeiro and Bogota, February 15–28. As a result of these negotiations, new bilateral textile agreements were established with Brazil and Colombia. Mr. Imus addressed a meeting of the Northern Textile Association, in Washington, March 10, and gave a presentation on the policy process in the U.S. Textile Program, at the Knitted Textile Association's annual convention in Miami, March 12.

JANICE LYON, of the Office of Energy Consumer-Country Affairs, was a member of the U.S. delegation to the standing long-term committee of the International Energy Agency, in Paris, February 23–25. She also served as the U.S. delegate to the conservation subgroup, and as a member of the U.S. delegation to the agency's governing board meeting, February 26.

NETTIE D. McCORKLE has entered on duty as chief of the bureau's Message Center. Other employees who have arrived in the bureau include TIMOTHY SKUD, staff assistant in the Office of the Assistant Secretary, and GARY MAYBARDUK, Office of Monetary Affairs. □

European Affairs

Ambassador ARTHUR F. BURNS, Bonn, traveled to the United States to attend the meeting of the President's Council of Economic Advisers, and for consultations with Department officials, March 12–19. Minister NELSON C. LEDSKY, U.S. mission, Berlin, was in the Department for consultations, March 8–12. ERNEST NAGY, political adviser, U.S. mission, Berlin, was in the Department for consultations, the week of February 22. Deputy chief of mission MILTON KOVNER, Athens, was in the Department February 25–March 5, for consultations. Executive director CHARLES R. BOWERS consulted at posts in Ireland, Denmark, Norway and Iceland, March 16–26.

JOHN C. KORNBLUM, director, Office of Central European Affairs, attended a meeting of the American Council on Germany, February 18, in New York. THOMAS G. WESTON, deputy director, Office of Central European Affairs, traveled to the German Democratic Republic and Federal Republic of Germany for consultations, March 12–17. JOHN R. DAVIS JR., director, Office of Eastern European Affairs, accompanied a congressional delegation headed by Congressman DAVID R. OBEY (D-Wis.) on a factfinding trip to Poland, March 2–9. The trip also included an audience with POPE JOHN PAUL II, March 8, at the Vatican. AVIS BOHLEN, Office of European Security and Political Affairs, spoke in

BELFAST—Consul general *Michael A.G. Michaud* joins Lord Mayor *Grace Bannister* to mark 40th anniversary of the arrival of American troops here in 1942, which is commemorated by this pillar in front of Belfast City Hall.

Asheville, N.C., February 17, and in Fayetteville, N.C., March 4, on "Western Europe and the United States," as part of the Foreign Policy Association's Great Decisions Program. C. EDWARD DILLERY, director, Office of Southern European Affairs, represented the U.S. Government at a memorial in honor of assassinated Turkish consul general KEMAL ARIKAN, in Los Angeles. Then he accompanied the body to Turkey for the funeral service, February 2–5. □

Human Rights and Humanitarian Affairs

The bureau, on March 11, hosted the commemorative ceremony of the 100th anniversary of the accession by the United States to the Geneva Convention of 1864. Assistant Secretary ELLIOTT ABRAMS traveled to Bonn, Paris and London, March 14–20, for consultations and press appearances. During March, he also gave addresses to the World Affairs Council in Boston, the International Council of B'nai B'rith, the Yale Political Union, the Leadership Conference of National Jewish Women's Organization and a foreign policy seminar of ICA. He also gave numerous press interviews. He testified before the House Foreign Affairs Subcommittee on Human Rights and International Organizations, March 9 and March 25.

Deputy assistant secretary MELVYN LEVITSKY traveled to Ottawa, Canada, to address the fifth annual international conference of the Canadian Human Rights Foundation. On March 16, he addressed the Foreign Student Service Council. On March 18, he addressed the Philadelphia chapter of the National Conference of Soviet Jewry and, on March 24, he made a speech before the B'nai B'rith International Consultation on Soviet Jewry. Mr. Levitsky appeared before the House Foreign Affairs Subcommittee on Human Rights and International Organizations, along with AID administrator M. PETER McPHERSON, March 17.

GARY PRICE has joined the bureau as the East Asia and Pacific affairs regional officer. CAROL MILLS has joined the staff as a secretary. □

Inspector General's Office

The office recently received a visit from members of its counterpart office in the Canadian Department of External Affairs. Ambassador KEITH MacLELLAN and his two colleagues from the Office of Internal Evaluation and Audit came from Ottawa to discuss how State conducts inspections and audits, i.e., methodology

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and technique. The office arranged for the Canadian visitors to confer also with appropriate officials at ICA and the General Accounting Office.

The annual report that is required under the new Foreign Service Act, summing up the activities and findings of the Office of the Inspector General, will be delivered to the Secretary April 30. The Secretary will transmit it with his comments to the Senate and House Foreign Relations Committees, as required by the act.

H. BYRON HOLLINGSWORTH, assistant inspector general for audits, is participating in an advisory role with the Office of the Comptroller staff in developing vulnerability assessment and internal control systems for the Department. Recently, he and inspector FRANK J. MANGANIELLO traveled to Ottawa to meet with the director general of the Canadian Audit Service Bureau, to develop a joint audit approach for the International Joint Commission in Windsor, Canada. Afterward, Mr. Manganiello conducted the audit. DANIEL L. FOSTER of the audit staff completed an overview of the Department's imprest funds for the President's Council on Integrity and Efficiency, and worked on an interagency group to prepare a summary report of imprest funds for the U.S. Government as a whole.

JOHN J. DROTOS of the staff of the assistant inspector general for investigations was invited by the Education and Training Staff of the Office of Security to address two training groups. He delivered an orientation lecture on the inspector general's investigative program, to mid-level in-service supervisors, and subsequently gave a three-hour class on the inspector general's program and investigative philosophy, to 14 security agents taking a course on special investigative techniques.

MICAELA KOOIMAN of the secretarial staff participated in a one-day course on telephone techniques at the Foreign Service Institute. Secretary GAIL S. CARROLL enrolled in the 16-hour course on communicating by memorandum and letter, also given by the institute. ☐

Inter-American Affairs

RALPH GRIFFIN, Paraguay/Uruguay country officer in the Office of Southern Cone Affairs, has left for the Foreign Commercial Service. He has been replaced by MIRTA ALVAREZ, who was with the Board of Examiners. ☐

International Narcotics Matters

Assistant Secretary DOMINICK L. DiCARLO traveled to Bolivia to discuss with the ambassador and ranking Bolivian officials, including PRESIDENT TORRELIO, various aspects of future coca control activities in that country. During his stay, he visited the key Chapare coca-growing area, and talked with farmers, local officials and rural development experts. He also traveled to Santa Cruz, the center of narcotics trafficking in Bolivia, to discuss ongoing and future programs with police and other enforcement officials. Mr. DiCarlo was accompanied on his trip by PAUL GLASOE, chief of the Americas Division.

TERRENCE G. GRANT, director, Office of Program Management, accompanied a Department of Agriculture research team to development projects in opium-producing areas in northern Thailand, February 23–March 5. JOHN J. CONWAY JR., deputy executive director, accompanied by JAMES E. TYCKOSKI, contract specialist, met with embassy officials in Mexico, for final discussions on resolicitation of the contract for maintenance of the Mexican attorney general's air wing. Proposals will be solicited from any U.S. companies who have the qualifications and interest for such a contract.

JAMES M. VAN WERT, executive direc-

HAVANA, Cuba—*Roxanna P. Smith*, wife of principal officer Wayne Smith, after golf tournament at the British Rovers Club. Mrs. Smith, the only woman to compete, was awarded prize for "combativeness and sportsmanship." With her is the Cuban manager of the club.

tor/controller, and GEORGE RECHACHINAS, budget and accounting analyst, left for Bangkok, March 10, to conduct a financial management conference for all Asian program countries. Representatives from Turkey, Pakistan, Burma, Thailand and Malaysia were invited to attend. HOWARD GROOM, former bureau program expert, has been detailed to La Paz to develop a coca eradication program with embassy officials. CHARLES MARTIN, former controller for AID, has been detailed to Mexico to assist in project accounting procedures and audits. MARY JEANNE R. MARTZ, former member of the Office of Program Management, is now at the Foreign Service Institute preparing for an assignment to La Paz. WYATT JOHNSON, who recently completed the mid-career course, has replaced her in the Americas Division. ☐

International Organization Affairs

Ambassador JOHN W. McDONALD JR. and JUDY HOWE of the bureau were delegates to a second meeting of the preparatory committee for the World Assembly on Aging, in New York, February 16–22. Mr. McDonald was also the delegate to the special intergovernmental meeting for the Economic Commission for Latin America, on the problems of the aging, in San Jose, Costa Rica, March 8-12. On his return, he spoke to the United Nations Association in Sarasota, Fla., March 15, on the World Assembly on Aging. He spoke to the Non-Governmental Organization Advisory Committee on the World Assembly on Aging, in Washington, January 13, and to a group sponsored by the United Nations, in New York, January 28, on the same subject. In addition, he spoke at American University in Washington, January 15, and to a group of Colgate University students, January 18, on the subject of the United Nations and economic development. On January 25 Mr. McDonald spoke to an international seminar in Marriottsville, Md., on the "United Nations Water Decade." ☐

Near Eastern and South Asian Affairs

Assistant Secretary NICHOLAS A. VELIOTES traveled to Chicago, February 25, to address the Chicago Committee on Foreign Relations. CHRISTOPHER ROSS, public affairs adviser, accompanied him. SHELDON KRYS, executive director, visited posts in the Arabian Gulf and northern Africa, January 26-February 16. He held consultations with chiefs of mission and embassy staff personnel. NATHANIEL HOWELL, director, Office of Iraq, Jordan, Lebanon and Syrian Affairs, addressed Boston University's seminar on history of international relations, February 16. ROBERT FLATEN, director, Office of Morocco, Algeria, Tunisia and Libya Affairs, spoke to the Mid-America Arab Chamber of Commerce, in Chicago, February 18. GEORGE LAMBRAKIS, director, Office of Regional Affairs, briefed a special panel of the international committee of the National Security Industrial Association, at the Pentagon City Quality Inn, February 9. On March 5–6, Mr. Lambrakis was the keynote speaker at a conference on "The Middle East in the Post-Sadat Era," sponsored by the South Cook County (Ill.) World Affairs Council. Mr. Lambrakis spoke on challenges to U.S. foreign policy in the Middle East.

DAMASCUS, Syria—Mohamed Khalifa, second from right, receives Meritorious Honor Award from Ambassador Robert P. Paganelli. The others, from left: *Randa Azem, Khalida Roukby, Lina Azem, Edward Abington*.

BOMBAY, India—Ambassador *Harry G. Barnes Jr.* is the target of a presentation at the U.S. consulate general here, where he began his Foreign Service career 30 years ago.

ANITA BOOTH, post management officer, traveled to Pakistan, India, Nepal and Bangladesh, February 1-March 4, for consultations with post administrative personnel. DAN WATERMAN, deputy director, Office of India, Nepal, Sri Lanka and Maldive Islands, traveled to India for the Indo-U.S. Economic and Commercial Subcommission meeting, February 23–24, and for orientation visits to posts in the area. JOHN HAMILTON, Office of North African Affairs, traveled to Asheville, N.C., March 10, where he discussed the politics of global resources, before the Foreign Policy Association. CLARENCE PEGUES, roving administrative officer, traveled to Algeria, January 19-February 22, to provide additional administrative support to the post. PHIL COVINGTON, information officer, traveled to Kansas City, February 16–17, to brief the Shawnee Mission Public School, the Community College of Johnson and a Kiwanis luncheon group. He also held interviews with media representatives. TED KATTOUF, Office of Israel, Arab-Israel Affairs, addressed a special student seminar, at Lehigh University, called the "Great Decision" Group, February 23. ERNESTINE HECK, country officer for Afghanistan, spoke to adult education groups here at Montgomery College and Catholic University, February 19. MELINDA KIMBLE, Office of the Coordinator for Economic Affairs, attended Wharton Forecasting Associates' quarterly review of the Middle East economies, March 2, in New York.

JOHN LOWE and **VERNON DICKEY** participated in the Society for International Development Conference, March 3, at George Washington University.

CHRISTINE SHELLY has assumed her duties as staff assistant in the Office of the Assistant Secretary, replacing **MARY ANN DUBS**, who has been assigned as property management officer in the Office of the Executive Director. Ambassadors recently consulting in the bureau included: Richard Murphy, Saudi Arabia; Robert Paganelli, Syria; and Donald R. Toussaint, from Sri Lanka. ☐

SINAI SUPPORT MISSION

Liaison officer **PHIL ROLAND** departed for Cairo, February 18, at the completion of his tour of duty at the field mission, for an assignment in the Department. ☐

Oceans and International Environmental and Scientific Affairs

Assistant Secretary **JAMES L. MALONE** spent the last month preparing for the 11th session of the third UN law of the sea conference. He led the US delegation to an intersessional meeting, February 24–March 2, to prepare for the current session. It began March 8 and will run through April 30. On March 8 the President announced that Mr. Malone will assume the position of ambassador-at-large, devoting full-time to law of the sea. He will relinquish his responsibilities in the bureau when a new assistant secretary is appointed.

JAMES DEVINE, formerly of the Nuclear Regulatory Commission, has joined the bureau as deputy assistant secretary for nuclear affairs. Mr. Devine is a veteran of State, the Department of Defense, and the Nuclear Regulatory Commission, working in the areas of nonproliferation and political-military affairs.

The principal deputy assistant secretary, **HARRY R. MARSHALL, JR.**, chaired the bilateral meeting on nuclear nonproliferation with a delegation from France, February 16-17. Mr. Marshall was recently named deputy special representative of the President for law of the sea. He will be serving in New York as Mr. Malone's deputy.

On February 23, Ambassador **RICHARD E. BENEDICK**, coordinator of population affairs, attended a symposium on population and development sponsored by the Rockefeller Foundation in New York. The meeting brought together approximately 30 economists, biologists, demographers and environmental experts, including **ANSLEY COALE** of Princeton, **JULIAN SIMON** of Illinois, **SHELDON SEGAL** and **PARKER MAULDIN** of the Rockefeller Foundation, **GUSTAV RANIS** of Yale, **JAMES GRANT**, executive director of the UN Children's Fund, and others. On February 22, Mr. Benedick held discussions, at the UN Fund for Population Activities, with **RAFAEL SALAS**, executive director, and **HEINO WITTRIN**, the new deputy executive director. On February 24, Mr. Benedick discussed world population issues and programs with World Bank president **A. W. CLAUSEN**.

BARRY J. KEFAUVER, formerly of the Federal Trade Commission, has joined the Executive Office as the executive director. **JANET L. HANIFIN** of the Executive Office attended the law of the sea conference in New York, March 3–29.

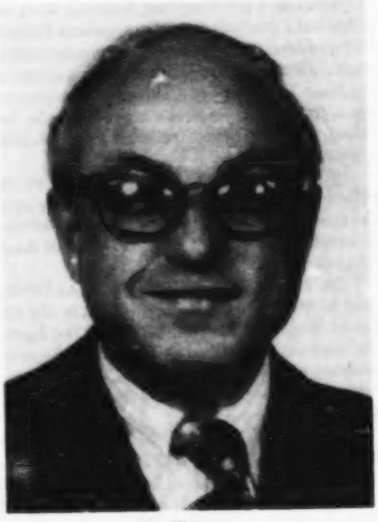
TOM WAJDA, deputy director of the Office of Energy Technology Cooperation, represented the Department at the February 11–12 workshop on nuclear energy, convened in Paris by the Nuclear Energy Agency.

JACK BLANCHARD of the Office of Environment and Health accompanied **MARY ELIZABETH HOINKES**, director, Multilateral Affairs Bureau at the Arms Control and Disarmament Agency, to the 10th session of the senior advisers on environmental problems, of the Economic Commission for Europe, February 9–12, in Geneva. Mrs. Hoinkes completed her two-year tour as chairman of the advisers.

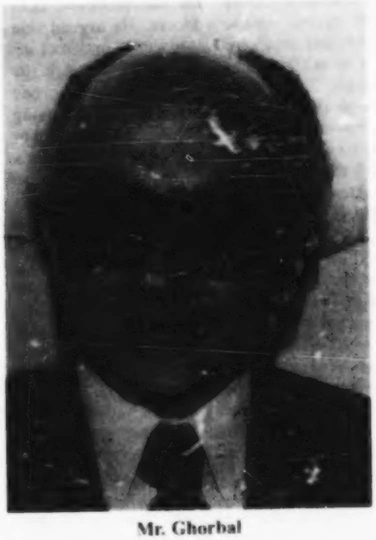
FELIX DOROUGH, director, Office of Science and Technology Support, spent the week of March 1–5 in New York as alternate representative to the UN ad hoc intergovernmental group on the financing system for science and technology for development. ☐

BILL L. LONG, director, Office of Food and Natural Resources, accompanied the acting assistant secretary **HARRY MARSHALL JR.**, to the hemispheric meeting of Government-designated experts on arid lands and desertification, February 8–12, in Cocoyoc, Mexico. He also attended the regional conference on the environment, for Latin America and the Caribbean, March 8–12, in Mexico City. The latter was an effort to develop a regional position preparatory to the UN "Session of Special Character," scheduled for Nairobi, May 10–18, to commemorate the 10th anniversary of the UN Conference on the Human Environment. ☐

Department of Look-Alikes



Mr. Helman



Mr. Ghorbal

MEMO FROM an investigative reporter: Dear Boss: It checks out. Ashraf Ghorbal is the Egyptian ambassador to the United States. Gerald B. Helman is a career Foreign Service officer who was, until recently, U.S. ambassador to the UN organizations in Geneva. I've learned they are *not* twin brothers, nor are they one and the same person. Yet they are both ambassadors and, in the diplomatic world, their reputations are interchangeable—both are known as nice guys. So it does check out. Their different neckties notwithstanding—donned too obviously for the purpose of throwing me off—I have established that they do look alike.

Politico-Military Affairs

Director RICHARD BURT testified before a joint session of the Zablocki and Hamilton subcommittees of the House Foreign Affairs Committee, February 23. The lawmakers examined U.S. policy on the intermediate-range nuclear forces negotiations in Geneva. On the same day, Mr. Burt testified before the House Armed Services Committee, in support of the President's strategic modernization program, as the lead witness in a series of hearings conducted by the committee to examine the role of strategic forces in U.S. national security policy. In early March, Mr. Burt headed the U.S. delegation to the Tutzing disarmament conference, in the Federal Republic of Germany. He presented the keynote address for the United States, "A New Future for Security and Arms Control," March 2. Deputy director ROBERT W. DEAN participated as the deputy head of the U.S. delegation at the conference, March 1–4, and also presented a major address. Mr. Burt accompanied the Secretary for his testimony before the Senate Appropriations Committee, March 10, on the fiscal year 1983 foreign assistance legislation. Mr. Burt appeared on the nationally broadcast ABC News "Nightline" with Ted Koppel, March 10, to discuss the administration's policy on the proposed U.S.-USSR nuclear weapons freeze. He argued that the nuclear weapons freeze could undercut efforts to achieve enhanced security through the strategic force modernization program, and through the arms control process, by removing any incentive for the Soviets to conduct negotiations to achieve the meaningful arms reductions which the administration is currently pursuing.

Deputy director LESLIE H. BROWN participated as a panelist at a seminar on national security, at the University of Oregon in Eugene, February 26–28. Ambassador JAMES GOODBY gave the keynote address, entitled "American Foreign Policy: The Challenge of Leadership," at the annual mid-winter conference of the American Legion, February 16, in Washington. He also participated as a panelist in a conference on "Nuclear Negotiations: Reassessing Arms Control Goals in U.S.-Soviet Relations," sponsored by the University of Texas at Austin, February 25–26. Special assistant JED SNYDER was the featured speaker at a February 12 meeting of the Institute for Public Policy Studies, at the University of Michigan in Ann Arbor. The topic of his address was "Nuclear Weapons and European Security: Old Dilemmas and New Challenges." He also addressed the Center for NATO Studies, at Kent State University, on the same topic. Special assistant JON T. SMRTIC hosted a group of 45 officers and cadets from the U.S. Military Academy, and presented an address to the group, February 26, entitled "Coordinating National Security Policy: The Interagency Process." During March 1–4 Major Smrtic participated as the Department representative at the Pentagon, with GREGORY SUCHAN of the Office of Strategic Nuclear Policy and JOSEPH LIMPRECHT of the Office of Policy Analysis, for the military exercise, Ivy League, sponsored by the Joint Chiefs of Staff.

Executive director JOSEPH H. MELROSE, with WILLIAM B. ROBINSON, director of the Office of Munitions Control, and JON M. GIBNEY of the Office of Security Assistance and Sales, traveled to the Army War College at Carlisle, Pa., with representatives of other bureaus to participate in the politico-military simulation, March 10–12.

CHRISTOPHER M. LEHMAN, director of the Office of Strategic Nuclear Policy, traveled to NATO headquarters in Brussels for consultations, February 16–17.

RICHARD HAASS, director of regional security affairs, addressed a group of defense attaches, February 19, in Washington, on the Reagan administration's foreign and defense policy. STEVEN R. MANN of the Office of Regional Security Affairs served as a member of the U.S. delegation to the Ad Hoc Committee on the Indian Ocean Zone of Peace, which met at the United Nations in New York, March 1–12. JIM OVERLY joined the Office of Regional Security Affairs after completing the Mid-Level Career Development Program at the Foreign Service Institute.

KENNETH HILL, deputy director of the Office of Security Assistance and Sales, was in California on a speaking tour, February 4–11. He addressed a conference of the American Defense Preparedness Association, in Monterey; undergraduate and graduate political science classes at the State University of California, Sacramento; and a retired businessmen's organization in San Mateo, on U.S.-Soviet relations and security assistance.

IRWIN PERNICK, deputy director of the Office of Security Assistance Special Projects, has transferred to the Bureau of Public Affairs, to become deputy director of the Office of Analysis and Plans.

On February 2, JOSEPH P. SMALDONE, chief of the Arms Licensing Division in the Office of Munitions Control, addressed the executive seminar at the Defense Institute of Security Assistance Management, at Wright-Patterson Air Force Base, on commercial arms sales and national disclosure policy.

On February 25, LOUIS B. WARREN of the Office of Nuclear Policy and Operations participated in a panel discussion at the University of California (Berkeley) on U.S. defense policy and arms control. He subsequently visited the Lawrence Livermore Laboratory, Livermore, Calif., for consultations on nuclear nonproliferation. ☐

Public Affairs

Office of the Historian: Volume III of "Foreign Relations of the United States, 1951," was released February 19. "European Security and the German Question" was published in two parts. RON LANDA delivered a paper on the history of the Cold War at Texas A & M, February 11. On February 12, JOHN GLENNON, NEAL PETERSEN and CAROL BECKER briefed 30 students from Montreal's Concordia University on Historical Office publications and resources. On March 3, N. STEPHEN KANE served as commentator on a panel discussing "Scholarly Communication and Public Policy on Latin America," sponsored by the Seminar on the Acquisition of Latin American Library materials, at the Shoreham Americana Hotel. New employees in this office are SUZANNE COFFMAN, ROSA PACE and BENAY THOMPSON. JAMES GRANT transferred to the Bureau of Intelligence and Research on February 19.

Office of Opinion Analysis and Plans: IRWIN PERNICK joined the staff as deputy director on March 1, transferring from the Bureau of Politico-Military Affairs.

Office of Press Relations: PAULA LORFANO, formerly of the Office of the Historian, and CAROLYN JOHNSON joined this office February 8 and February 16, respectively.

Office of Public Communication: GWENDOLYN SIMPSON transferred to the Bureau of Inter-American Affairs on February 22. On March 8, the Correspondence Management Divison welcomed MAUREEN MURPHY. LOUIS ALLEVA resigned on February 26.

Office of Public Programs: BENJAMIN HARDY joined the staff of this office on March 8. ☐

Refugee Programs

A U.S.-Indochinese refugee conference was held in Manila, March 2–5, to bring together representatives of U.S. and American private voluntary agencies dealing with resettlement of refugees from camps in southeast Asia to the United States. The conference, organized by the bureau, was headed by director RICHARD D. VINE. Mr. Vine traveled to Vienna, February 12–16, for discussions on the refugee situation in Austria, with officials of the United States and Austria and international organizations. While there, he examined Traiskirchen refugee processing and Soviet-Jewish transit facilities.

FRANK SIEVERTS, acting director, Office of Reception and Placement, served as a delegate to the international conference of the Red Cross, in Manila, in November. He also gave the keynote address at the United Nations Day program at Florida International University, Miami, and spoke at a conference on immigration and refugee policy sponsored by the World Without War Council and the Chicago Bar Association. KEITH MENDELSON, Office of Africa, participated in a Joint State/AID assessment mission to Chad, December 15–22, to review the UN high commissioner for refugees' program for repatriation of refugees to Chad. PHIL CHICOLA, Office of Latin America, traveled to Costa Rica, Nicaragua and Honduras, December 7–18, to review the refugee situation in those countries. ROSANNE OLIVER, Office of Program and

Budget Planning, traveled to Manila, Bangkok, Islamabad and Geneva, to review field refugee operations in preparation for congressional hearings.

New arrivals in the bureau include MAUREEN McGOLDRICK, Office of the Executive Director; F.A. HARRIS and ALAN VAN EGMOND, special assistant to the deputy assistant secretary for international assistance and protection; PHILLIP METZLER and PAMELA CRIPPEN, Office of Financial Management Operations; ROBERT VALAS, Office of Financial Analysis and Evaluation; and DARCY HOFMANN, Office of Admissions Programs.

EUGENE DEWEY, deputy assistant secretary for international assistance and relief, and JAMES KELLY, refugee officer for Africa, traveled to Somalia, January 5–29, as part of a joint State/AID mission, to conduct an in-depth analysis of refugee assistance policy and programs. The team also visited Rome, Brussels, Geneva and New York for discussions with international and private voluntary organizations involved in the relief effort. TEX HARRIS, director of the Office of Contingencies and Crisis Management, and JEFF MILLINGTON, head of the Kampuchean Working Group, participated in the Kampuchean donors' meeting, at the United Nations, February 11. PAULA REED LYNCH, Office of Refugee Assistance, Relief and Protection, traveled, January 28–February 26, to Pakistan, New Delhi, Frankfurt and Geneva, to review the Afghan refugee relief and admissions programs. In Pakistan, Ms. Lynch visited Afghan refugee camps in the Northwest Frontier Province and Baluchistan, and met with government, voluntary agency and international organization officials involved in the refugee relief effort. ■

New Directives

Organization and functions

The functional statement for the Office of the Under Secretary for Security Assistance, Science and Technology has been amended and revised to include responsibility for issues relating to the law of the sea conference and international population policy, and the establishment of the Office of the Coordinator for International Communications and Information Policy. (TL: ORG–142)

Personnel

The validity of FAMC No. 780, "Special Allowance," dated January 10, 1979, has been extended to January 4, 1983. (Uniform State/USICA Issuance) (FAMC No. 82–1)

The validity of FAMC No. 781, "Compensatory Time Off at Certain Posts in Foreign Areas," dated January 10, 1979, has been extended to January 4, 1983. (Uniform State/AID/USICA Issuance) (FAMC No. 82–2)

The validity of FAMC No. 3, "Changes in Conditions for Mid-Level Lateral Entry Appointments," dated January 12, 1981, has been extended to January 10, 1983. (FAMC No. 82–3)

The Senior Foreign Service conversion pay table has been added to FAMC No. 8, "Conversion of Current Senior Officers to the Senior Foreign Service," dated March 6, 1981. (FAMC No. 82–4)

Precepts for the 1981 performance standards boards (PSB) have been issued. The performance standards boards will be convened to review for possible mandatory retirement (selection-out) career members of the Foreign Service who have been indentified by the 1981 selection boards as having failed to meet the standards of performance for their class, and whom the director general of the Foreign Service has certified to the PSB. In accordance with 3 FAM 732.3c(3), these precepts establish the criteria by which the PSBs will determine whether a career member of the Service under review should be designated for selection-out. (FAMC No. 82–5)

Guidelines for rest and recuperation (R&R) trips to the United States for certain posts and for additional R&R trips during tours of duty in extraordinary circumstances have been issued. This circular reflects an agreement dated December 16, 1981, among State, AID, ICA, the American Foreign Service Association (AFSA), and the American Federation of Government Employees (AFGE), Local 1812, under Chapter 10 of the Foreign Service Act of 1980. (Uniform State/AID/USICA/Agriculture/Commerce Issuance) (FAMC No. 82–6)

The validity of FAMC No. 6, "Regularly Scheduled Standby Duty Pay," dated January 28, 1981, has been extended to January 26, 1983. (Uniform State/USICA Issuance) (FAMC No. 82–7)

General services (handbook)

An updated listing for storage facilities at the posts has been issued. (Uniform State/AID/USICA/Commerce/FAS Regulations) (TL:GS: H–97) □

DIPLOMATIC POUCH
U.S. DEPT of STATE
C.S. '82

"But I've been telling you for months that I'm desperate for some home leave!"

Obituaries

Clare H. Timberlake, appointed the first ambassador to the Congo (now Zaire) in 1960, died of an aneurysm on February 22 at a nursing home in Bethesda. He was 74.

Mr. Timberlake

Mr. Timberlake, a native of Michigan, earned a Bachelor's at the University of Michigan and a master's at George Washington University. Beginning his career in 1930, he served in Toronto, Buenos Aires, Montevideo, Zurich, Vigo and Aden. Returning to Washington in 1943, he was chief of the Division of African Affairs. After a detail to the National War College, he was appointed consul in Bombay in 1948. Subsequent assignments were to New Delhi as public affairs officer and counselor, to Hamburg as consul general and to Lima as counselor. He was counselor and deputy chief of mission in Buenos Aires, 1957–59, and Bonn, 1959–60.

A minister-counselor, Mr. Timberlake served for one year as a faculty adviser at the Air University, then became special assistant to the under secretary for political affairs. In 1963, he was appointed chief of the Disarmament Advisory Staff at the Arms Control and Disarmament Agency. He was the Department's representative in Geneva on an 18-nation disarmament commission in 1964. His last assignment before retiring in 1970 was to the Board of Examiners for the Foreign Service.

From 1971–74, Mr. Timberlake was president of the Greater Washington chapter of the Leukemia Society of America. He also was a trustee and former national vice president of that organization. Survivors include his wife, two sons, three daughters and seven grandchildren. □

Thomas M. Leonard, 54, a communications and records officer who retired in 1979, died on February 13. Joining the Foreign Service in 1964, Mr. Leonard served in Nairobi, Mogadiscio, Johannesburg, Ankara, Brussels and Niamey. Survivors include his wife. □

Lewis S. Vandover, 71, a former special agent-in-charge of the Office of Security, St. Louis Field Office, died after a heart attack in Missouri, last November 14.

A native of that state, he earned a law degree at the University of Missouri in 1934. His Government experience included positions as special agent, Department of Justice, 1934–35; special agent, Federal Works Agency, 1935–42; principal investigator, War Department, 1942–45; supervisory agent, Reconstruction Finance Corp., 1945–46; and special agent-in-charge, War Assets Administration, 1946–50.

Mr. Vandover joined State in 1950 and took charge in St. Louis in 1951. He retired in 1973. Survivors include his wife and children. □

Jane M. Sharlin, 53, a staff aide in the former Bureau of Educational and Cultural Affairs, died of cancer at George Washington University Hospital on February 24.

Born in Louisiana, she was a graduate of Tulane. In 1957, she joined the Department's International Educational Exchange Service. Assigned to the bureau in 1961, she worked in the Office of Leaders and Specialists, then the Office of African Programs. She resigned in 1968. Ms. Sharlin was also a volunteer at the Hebrew Home for the Aged in Rockville, Md. Survivors include her husband, two stepdaughters, her mother and 10 grandchildren. □

Dudley G. Poore, 89, a Department employee who retired in 1961, died on January 9 in Winter Haven, Fla.

Mr. Poore was born in Iowa. A graduate of Harvard, he also attended Emanuel College and Cambridge University in England. He served overseas in the Army, 1918–19, returning to Harvard as an instructor, 1931–40.

Beginning his Government service in 1941, Mr. Poore worked as an editor and translator for the Office of the Coordinator of Inter-American Affairs. In 1944, he joined the State Department and went on to serve as a professional exchange specialist and as chief of the Voluntary Programs Branch. There are no known survivors. □

Walter H. Dustmann Jr., 69, a former press and policy information officer, whose last assignment was to Guatemala as first secretary and consular officer, died on January 29.

Joining the Department in 1946, he was assistant director of the Public Information Division in the Office of Liquidation Affairs. Other assignments were to Quito and Panama as first secretary. He retired in 1962.

Born in Louisiana, Mr. Dustman graduated from Tulane University in 1935. During the war, he was a lieutenant colonel in the Army. From 1937–41, he worked for a news service as a reporter, editor and bureau manager. Survivors include his wife. □

Mary Anne Mulligan, 49, a retired communications officer, died on May 6, 1981, according to information received recently in the Department.

Joining the Foreign Service in 1955, Ms. Mulligan served as a clerk in London, Manila, Rio de Janeiro and Vienna. She was a communications and records officer in Accra and Stuttgart. Her last assignment before retiring in 1979 was to Casablanca as support communications officer.

Survivors include a brother. □

Samuel H. Day, 85, who served as counselor for economic affairs in Pretoria and New Delhi before retiring in 1948, died on February 16.

Born in California, Mr. Day earned a law degree at the University of California and was a member of the California bar. After practicing law for five years, he served overseas in the Army during the first world war. He worked for the Department's Bureau of Foreign and Domestic Commerce, 1921–27, and was trade commissioner in Johannesburg the next three years. From 1930–37, Mr. Day was commercial attache in Pretoria.

Other appointments were as consular officer in Toronto and Luanda. Survivors include his wife and a son. □

Buford G. Rogers, 88, a retired consular officer, died on February 1 in Toulouse, France. Joining the Foreign Service in 1939, he served in Bern, Lisbon and Bordeaux before retiring in 1957.

Mr. Rogers was born in Mississippi. He served overseas in the Army during the first world war, then worked for the American Red Cross in Europe, 1919–22. Employed as an accountant in Paris for 17 years, he worked for the Reparation Commission, a Paris branch of a U.S. bank, a steamship line and an accounting and disbursement office. Suvivors include his wife and a brother. □

Richard Ford, 83, a former counselor in Tel Aviv and Bogota, died on January 26 in Barcelona, where he had lived since retiring in 1951.

Beginning his career in 1923, he served as consular officer in Colombo, Penang, Tegucigalpa, Seville, Montreal and Tabriz. He was first secretary and consular officer in Buenos Aires and Tehran, and consul general in Barcelona. After retiring, he served for several years as the president of the U.S. Chamber of Commerce in Barcelona.

Mr. Ford was born in Texas. During the first world war, he served as an aviator in the Marine Corps. Survivors include his wife and children. □

Hortense M. Burton, 73, a protocol officer in the Office of the Chief of Protocol, from 1965 until her retirement in 1969, died after a heart attack, at Suburban Hospital, on February 26.

A native of Alabama, Ms. Burton worked as a secretary in the offices of Representatives John McDuffie and Pete Jarman, both of that state. During the Kennedy and Johnson administrations, she was a secretary at the White House. Survivors include a son. □

David Page Coffin, 65, a Foreign Service language officer, 1945–50, died after a heart attack in Fauquier County Hospital on January 28.

Mr. Coffin served in Shanghai, 1946–48, and in Osaka, 1949–50. In 1953 he joined the Central Intelligence Agency, where he worked as an economic analyst until retiring from Government service in 1972.

Mr. Coffin and his wife then opened the Boxwood School, a preschool for community children. From 1975–77, he was an economist with the Foreign Area Studies Program at American University.

Mr. Coffin was born in Massachusetts. He graduated from Phillips Exeter Academy and earned a bachelor's and two master's degrees at Harvard. During the war, he served in the Army. Survivors include his wife, five children and two grandchildren. □

Bonnie Anderson, wife of retired Foreign Service officer Orville C. Anderson, died after a long illness on February 6 in Laguna Hills, Calif. Survivors include her husband, who served in Rome and Mexico City before retiring in 1960. □

Ruby V. Leatherman, 85, mother of retired Foreign Service staff officer Billie Jean King, died on November 25. Mrs. Leatherman had accompanied her daughter on assignments to Nairobi, Beirut, Karachi and Washington. In addition to her daughter, of Rt. 2 Box 71, Pawhuska, Okla. 74056, she leaves a grandson and two great grandchildren. ■

KABUL, Afghanistan—Acting U.S. charge *Charles Dunbar* leads members of embassy staff at ceremony in honor of former Ambassador Adolph Dubs, who was murdered by terrorists on February 14, 1979.

Library Booklist

World communications

General

Boyd-Barrett, Oliver. *The International news agencies.* Beverly Hills, CA, Sage, 1980. 284 p. PN4714.B68

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DaCosta, Alcino L. *News values and principles of cross-cultural communication.* Paris, UNESCO, 1980. 51p. AS4.A31 no. 85

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Teheranian, Majid, ed. *Communications policy for national development: a comparative perspective.* Boston, Routledge & Kegan Paul, 1977. 286p. HE7651.C63

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Gunter, Jonathan F. *The United States and the debate on the world information order.* New York, The Academy for Educational Development, 1978. 172p. HN980.A85

Horton, Philip C. *The Third World and press freedom.* New York, Praeger, 1978. 253p. PN4736.T48

International Committee for the Study of Communication Problems. *Many voices, one world: towards a new more just and more efficient world information and communication order.* New York, Unipub, 1980. 312p. P96.I5I57 (Also known as the MacBride Commission Report.)

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Nordenstreng, Kaarle. *National sovereignty and international communication.* Norwood, N.J., Ablex Pub. Co., 1979. 286p. HE8689.6.N37

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Ethnicity and the media: an analysis of media reporting in the United Kingdom, Canada, and Ireland. Paris, UNESCO, 1977. P96.M5E8

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Sanders, Ron. *Broadcasting in Guyana.* Boston, Routledge and Kegan Paul, 1978. 77p. HE8689.9.G99S26

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UNESCO. *Communication policies in. . .* Irregular. Paris, 1974-. approx. 50 pages. (This comprises a series on individual countries. Sixteen have been published to date.)

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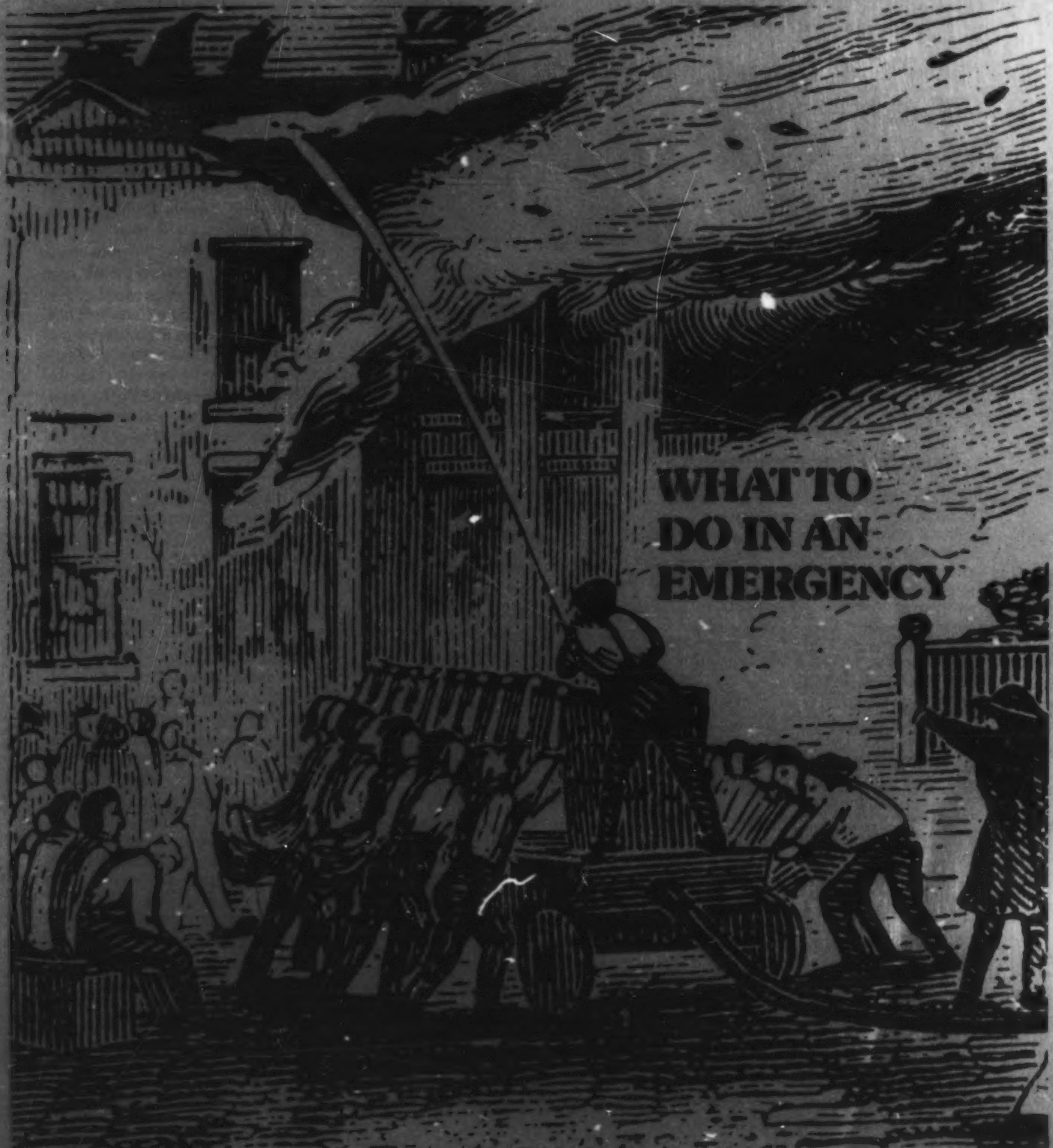
State

The Newsletter | United States Department of State | May 1982



WHAT TO DO IN AN EMERGENCY

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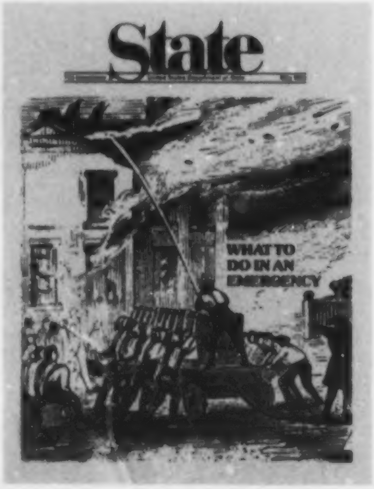
State
WHAT TO DO IN AN EMERGENCY

THE COVER—The Department's new Occupant Emergency Plan, which tells how to cope with a fire or bomb threat, is outlined on Page 2.

United States Department of State

Letters to the Editor

Amused and annoyed

HILTON HEAD, S.C.

DEAR SIR:

I read Mr. Pearce's comment (STATE, March), "For any reader having completed A-100 training prior to 1977, the whole concept of Anthuria and Embassy Rosslyn is probably a mystery," with some amusement and annoyance. Way back in the dim dark ages when I was coordinator of junior officer training, Jim Cortada, my supervisor, and Ralph Jones, my associate, worked with me to develop the type of program described. In that less affluent time we had no funds to engage outside consultants to develop the program; we did it in between other chores. Under the circumstances, it was less grand and flamboyant, but the concept was the same.

Alas, the mid-60s 15 years ago . . . enough time to invent the wheel again.

Sincerely,
ALEXANDER J. DAVIT ☐

Foreign Service flier No. 2

MASON, O.

DEAR SIR:

I read the article about Lonnie Patch (STATE, March) and her flying activities with great interest. As a pilot, I am always happy to hear about other flyers and their activities.

I would like to point out that we in the Foreign Service have many opportunities to pursue hobbies such as flying. I have been able to continue my flying at every overseas post without any difficulties. However, there have been times when a little discretion was necessary—like the time I was trying to get permission to build an airfield at one of the Voice of America transmitter sites and received a message from Washington: "We will hear no more about this airfield." I took the hint.

Sincerely,
NEWMAN B. MARTINDALE
Manager, Bethany Relay Station☐

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State

May 1982
No. 245

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Editorial Staff
Executive editor Francis J. Matthews
Editor Sanford (Whitey) Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Catherine Lawson☐

STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Doublespace* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right.

Send contributions to STATE magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE magazine is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Domestic subscription rate is $13.00 a year. There is an additional charge of $3.25 for foreign mailing. A single copy sells for (domestic) $2.25; (foreign) $2.85 ☐

Your Safety

Department adopts new plan for fire, bomb emergencies

Wardens, 'quad' wardens are designated for each floor

THE DEPARTMENT has adopted a new plan that tells you what to do if a fire or an explosive device threatens you in the main State building. The plan would be implemented with the help of your fellow employees. Many of them (and perhaps you) already have been designated as floor wardens or quad wardens (four quads on each floor) or monitors for the stairways, elevators, certain rooms and lobbies, vehicle ramps or for the assistance of handicapped persons. Plans also are being prepared for the State annexes, under the direction of Thomas M. Tracy, assistant secretary for administration, and Roland Gahn, his general services chief.

If you are notified to evacuate the building because of a fire, the plan says, you are to then:

—Immediately terminate all telephone conversations, meetings and conferences.

—Secure all classified documents and materials.

—Turn off all electrically operated equipment.

—Pick up personal valuables quickly.

—Close corridor doors as you leave your office.

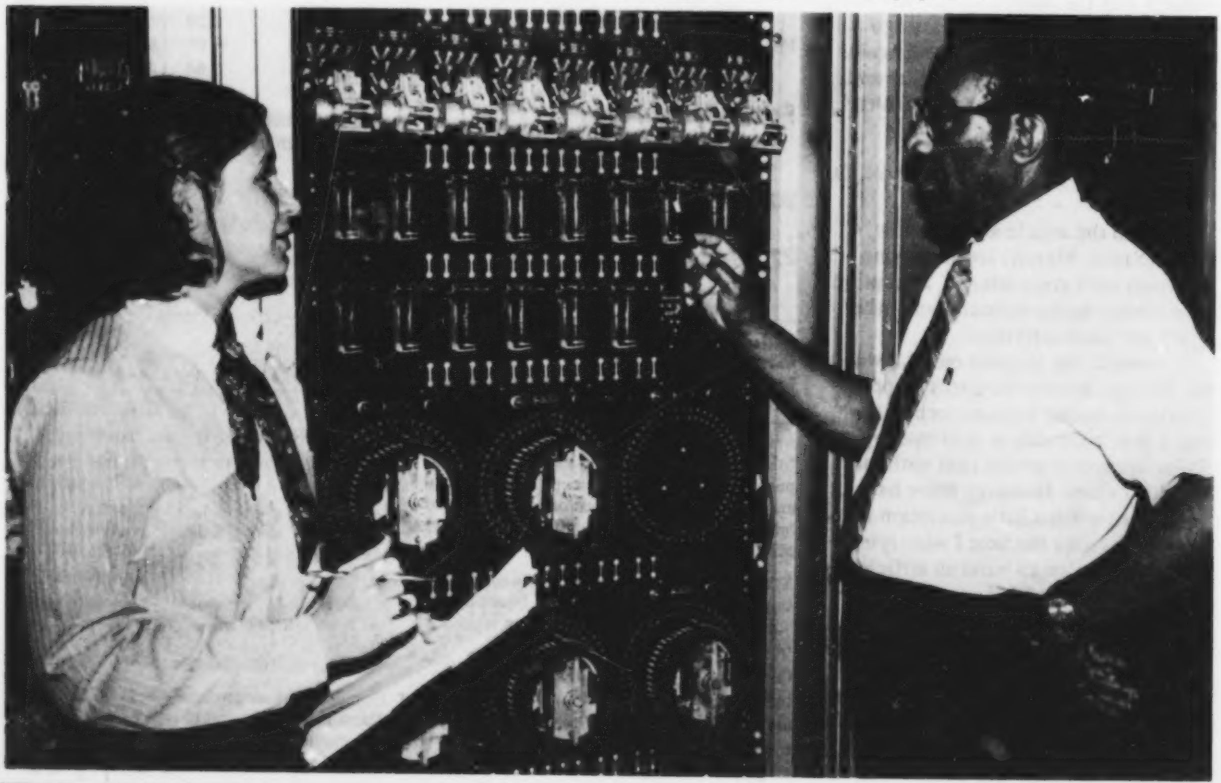
—*Not* use the elevators to leave the building. They are programmed to return to the first floor when the alarm is sounded; they will *not* respond to the call buttons.

—*Walk* to designated fire exits, using evacuation routes assigned by floor and quad wardens.

—*Not* run and *not* push. You are to descend the stairs carefully. Calmness is the watchword. Smoking is prohibited.

—Remain in designated areas until you are instructed to return to the building.

—*Not* attempt to leave parking areas in a car, nor otherwise hamper the movement of emergency vehicles and equipment.



Capt. *Robert Williams,* who heads the Federal Protective Service at State, shows Department safety specialist *Eileen Verity* how fire alarms are received in Room 1928 at Main State. The mechanism identifies the floor and corridor where the alarm originates. *(Photos by David M. Humphrey, Visual Services)*

During this period, the use of elevators will be restricted to emergency personnel and to handicapped persons. The latter will be given assistance in leaving the building. The plan continues:

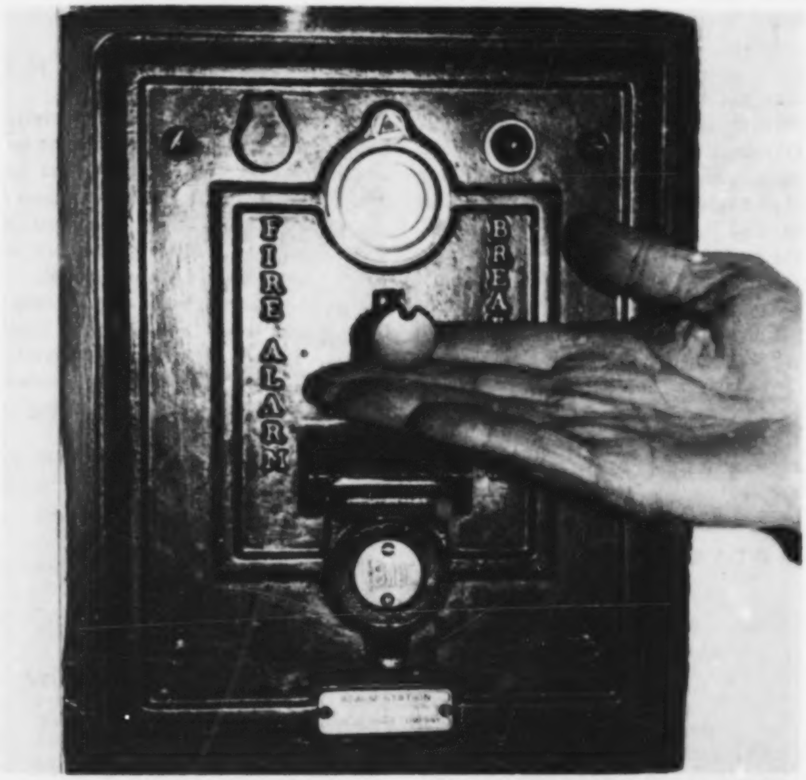
Procedures on spotting a fire

"The first person noticing there is a fire, or indications thereof, such as seeing or smelling smoke, will immediately give the alarm on the closest fire alarm box or call the guard office on extension 21814. (At a meeting announcing the plan on April 14, officials stressed that the latter number is the one to be called, rather than the number of some outside agency.)

"The alarm causes a bell signal to go off in the guard office and, simultaneously, a ticker tape machine records the exact location of the activated alarm box. The alarm is transmitted to the Fire Control Center at the regional GSA (General Services Administration) office, and to the nearest D. C. Fire Department station. The person giving the original alarm will remain at the box to guide the guard or fire fighters to the exact location of the fire.

"Immediately upon receipt of the initial alarm, a guard will proceed to the activated alarm box with a member of [State's general services staff] to investigate the cause of the alarm and assess the situation for evacuation. If investigation reveals need for complete evacuation of the building, the guard will give the general alarm by inserting the alarm key in the alarm box and activating the general alarm bell. The invesitgators will contact [Mr. Gahn] in case of a partial evacuation, to begin contacting the wardens.

"If the fire does not present a danger to the entire building, evacuation will be by a progressive movement of occupants of the area to areas of safety. This will allow all occupants to be kept a safe distance from the hazard without complete evacuation."



This is the corridor fire alarm you should sound under certain conditions, as directed in the Occupant Emergency Plan. You will find such alarms at regular intervals along the walls in the corridors of the main State building. The alarm is activated when the hinged lever is lifted, then used to crack the round bit of glass directly above it.

Bomb threats

The plan also details what emergency personnel should do in the event of a bomb threat, providing guidelines on search procedures and on partial or full evacuation of the building. In the event that you yourself receive a telephone call informing you (whether truthfully or not) that an explosive has

Cigarette caused '80 fire

The last incident calling for firefighters to be summoned to the main State building occurred on a Sunday night—July 27, 1980—when a photocopying room in the 2800 corridor caught fire. The blaze was blamed on careless smoking; someone had left a burning cigarette butt in a wastebasket.

The fire, confined to that room, destroyed a $43,000 copying machine and supplies for it. Nobody was hurt. The blaze was discovered when building guards, who smelled smoke, searched for its source. When they came to the burning room, they found the door locked.

This was at 10:30 p.m.

been placed in the building, you should, the plan says:

"Record the time and date of the call. Record, as nearly as possible, the exact words of the caller. How did the caller sound? Was the person angry, crying, nonchalant? Did he say why he was calling? To prevent injuries by warning the occupants of the building? Obtain as many details as possible, such as the exact time when the bomb is to explode, and the name of the caller. Did the caller seem familiar with the building? Was the caller specific in the threat? Were there any background noises? Immediately notify the guards office, extension 21814, and give a full report of the incident."

The plan invites all employees to be "alert to any safety hazards and to take the necessary steps to have them corrected, either by correcting the hazard themselves when possible, reporting it to their supervisor or executive office for correction, or by contacting the Domestic Safety Office, FMAS/GS, Room 1493, extension 20268."

Fire prevention

As to fire prevention, the plan says:

—"Matches, cigars, cigarette butts or other articles should not be indiscriminately discarded. Lighted or smoldering matches, cigars, cigarettes or pipe ashes should not be placed in waste baskets or other containers in which there is combustible material.

—"Ash trays should not be emptied at the close of business; they should be left for the cleaning force to empty. If they require emptying during office hours make sure that nothing is burning.

—"No Smoking" signs should be obeyed. Smoking is prohibited in stock rooms, storage areas and any area where inflammable liquids are used or stored.

—"Inflammable liquids, explosives or dangerous chemicals should not be stored in the building except under special conditions approved by the GSA Public Buildings Service.

—"Oily rags, waste or other inflammable material should be placed in approved metal containers provided for that purpose.

—"Aisle space of 36 inches should be provided in stock rooms and other storage areas.

—"To permit efficient firefighting, material should be stacked no higher than within 2 feet of the ceiling, or within 18 inches of the heads of automatic sprinkler systems or ADT alarms."

Separate alarm systems

The main State building has two different alarm systems. One consists of the Civil Defense horns, on hand only to warn of enemy action. The second, the fire alarm bell, would be used for all other emergencies. It would be heard as a loud clanging throughout the building, and would be intended (unless it were a drill) as a notification for complete evacuation. Instructions for partial evacuation would be conveyed by telephone or messenger through the warden system. The plan says drills "will be held at reasonable intervals, at least once a year." The Civil Defense signal, by contrast, would be heard as a series of short blasts on the horns—on for a half-second, off for a half-second.

After hours

After regular office hours, the plan continues, "all Department employees in the building should follow the general procedure for evacuation . . . except that exit will be by way of the C Street building entrance or as directed by the GSA guard force."

A booklet containing the plan has been published by the Department, dated March 1982. Its title is "Occupant Emergency Plan." ■

Who is *your* warden?

Following is a list of wardens who would have responsibility for helping to implement the plan in the event of an emergency. They are to meet "periodically." The plan says: "Appointments to fill vacancies should be made promptly in order to maintain the organization in readiness for action." In each of the paragraphs that follow, the first person named is the floor warden, with the others serving under him as quad wardens:

Basement—EDWARD RINEHART, Diplomatic Pouch and Courier Operations; HARRY MILES, same office; JAMES P. THOMPSON, General Services; RICHARD JIMNEY, Visual Services; MARY E. WARNER, AID.

First floor—RAYMOND LOMBARDI, Personnel; ROBERT RUDI, Personnel; THOMAS E. MOSSELLEM, Office of International Conferences; GEORGE BEAUCHAMP, AID; MURRAY GOLDSTEIN, Information Systems Office.

Second floor—(No floor warden listed); WARREN LITTREL, Personnel; GEORGE PEREZ, Language Services; RICHARD GANNON, Office of Security; RUSSELL ANDERSON, AID.

Third floor—DOUGLAS WATSON, Inter-American Affairs; VINCENT B. LEWIS, Economic and Business Affairs; FRED FISCHER, AID; JEROME F. TOLSON, Inter-American Affairs; JERRY JORDAN, AID.

Fourth floor—VICTOR ALESSI, Arms Control and Disarmament Agency; PATRICK HEGAIRY, Consular Affairs; DAVID G. BOWYER, East Asian and Pacific Affairs; GLEN A. MUNRO, African Affairs; CARLTON THORNE, Arms Control and Disarmament.

Fifth floor—F. EUGENE JOHNSON, Arms Control and Disarmament; STEPHEN J. PULASKI, International Organization Affairs; PATRICIA LANGFORD, East Asian and Pacific Affairs; CHARLES SKELLENGER, European Affairs; JAMES POPE, Arms Control and Disarmament.

Sixth floor—THOMAS G. ADAMS, European Affairs; PAUL C. BOFINGER, Legal Adviser's Office; DAVID E. BROWN, East Asian and Pacific Affairs; CHARLES HILL, Near Eastern and South Asian Affairs; JAMES C. HESTER, AID.

Seventh floor—GEORGE F. TWOHIE, Executive Secetariat; JODI C. JENKINS, Oceans and International Environmental and Scientific Affairs; JAMES G. ROCHE, Policy Planning Staff; JOSEPH McBRIDE, Congressional Relations.

Eighth floor—JAMES BROWN (for diplomatic functions area); WILLIAM HEZLEP, Intelligence and Research (quad warden).

Foreign Service officer is an urban explorer

He prowls and 'possesses' the cities where he's assigned

BY CHARLES S. KENNEDY

In this article, the author describes his slow-motion tours of Naples, where he was consul general, and Belgrade, where he was chief of the U.S. consular section. He has not yet decided whether to streetwalk Washington during his current tour in the Department.

STREETWALKING is an occupation peculiarly suited to members of the Foreign Service. (I hasten to *my* definition: "Streetwalking is the systematic and complete coverage of a city by foot.") Confirmed streetwalkers are unanimous that a time comes when they should move on to newer pavements. Once they have squeezed a city dry, as it were, it is time to discard it and look for new streets to walk. Foreign Service people, unlike most, can do just that: today Rome, tomorrow Lagos.

Why streetwalk? It's good natural exercise; it's not likely to break down your arches, as jogging is; it gets you out into the open; and it's probably healthy. But for the true streetwalker, good health and longer life are incidental benefits. The main benefit is that, after you have walked a city, it belongs to you. You know all its nooks and crannies, how to get from one place to another, where everyone lives and the location of historical and commercial sites. There are probably less than a handful, if that, of native-born citizens who can match your accomplishment. For example, in my farewell call on the mayor of Naples, I admit to having had a certain secret feeling of one-upsmanship in casually mentioning that I had walked every *strada*, *piazza* and *vicoletto* (little alley) of his municipality. Every time I hear of a city I had streetwalked, there is the inner satisfaction

The author heads out for a streetwalk, having completed his business in an Italian goverament building.

A street in Belgrade

of knowing I possessed it.

True streetwalkers look upon joggers, strollers, promenaders and the like as the streetwalkers of another inclination look upon amateurs in *their* profession. My own streetwalking requires little equipment—only a city, a detailed map of said city and a firm resolve. It is not an occupation to be entered lightly; you have to have a vocation or calling to do it, since the goal is to walk every boulevard, avenue, street, lane, square and alley in the urban area, within certain limits. To professionally streetwalk a city can take one to several years, depending on its size and layout. (Cities laid out on a grid plan are faster to streetwalk than those whose growth has been haphazard.)

It fits in with your work

There are real professional benefits to be derived from streetwalking. I had already completed the historic center of Naples and the poorest areas of the city before a severe earthquake hit southern Italy in November 1980. Naples was badly shaken, but the epicenter was quite a few miles away. It took some time for the city fathers to realize how badly the area had been affected by the quake since only a few buildings came down and less than 100 persons were killed. The long-term effects, however, were major. Many of the poorer apartment houses and tenements were badly weakened (the havoc from the quake coming on top of earlier uncorrected structural damage from World War II bombing). Streets were closed off, buildings were evacuated, then gradually refilled by people with nowhere else to go, but living in constant fear. Having walked these streets before the earthquake, when they were filled with the full glory and vigor of Neapolitan streetlife, I was better able to appreciate how severely the city had been wounded than if I had depended solely on the reports of the experts.

In Belgrade, back in the mid-'60s, my walking eventually brought me by the mainland Chinese embassy, which was located on a side street, out of the mainstream of traffic. On a small bulletin board in front of the chancery were some pictures of North Vietnamese anti-aircraft gunners and a caption to the effect that they had been shooting down "American bandit planes." I reported this to our ambassador; he protested; the pictures came down and, less than 10 years later, China and the United States reestablished ties. I see a direct causal relationship.

For consular officers, streetwalking is especially beneficial. It gives them streetsmarts. Knowing the city and how it works is very helpful in sizing up visa applicants, helping Americans find inexpensive hotels or directing them to the one store that sells goldfish. For public relations purposes, the diplomat who has an intimate knowledge of the local bus system and the relative merits of various neighborhoods does much to dispel the overly-precious, otherworldly impression from which most of us in the trade suffer.

The allure of cities

Each city has charms that particularly appeal to a streetwalker. For me, Belgrade was a delightful mixture of a 19th-century peasant town changing rapidly into a modern capital. There were small but immaculate huts, each with a cow, some goats, chickens and a little vegetable garden, of a type that had not changed for centuries, within spitting distance of modern shopping centers. You would not see this side of Belgrade life unless you got out of your car and walked down the dirt roads paralleling the main highways.

Sometimes in Belgrade I would drive my car to a place to start my walk if the bus service to the area was poor. There was always the problem of where to park, but not because there was not space; there was always space in the mid-'60s. The difficulty lay in my license plate. The government of Yugoslavia gave special plates to diplomats, and one could tell at a glance just which embassy the car was associated with. My plate, 60A–128, showed that I was an American diplomat, and parking my car in front of some stranger's house in a communist country was not always appreciated by the householder. I always tried to find a neutral spot.

A manual for professional citywalkers

First, you need to examine your personal situation. Is your wife, husband, friend or boss willing to see you disappear for hours at a time, and accept the fact that you are "systematically and completely covering the city by foot"? If the answer is yes, then analyze your municipality.

Does it lend itself to streetwalking? Long boulevards with nothing but parks on the sides for miles and miles are a pain in the foot. Industrial areas are usually devoid of interest. They normally have high walls and no shops. The trucks in these areas look upon the streetwalker as their prey.

You will want to consider the crime or danger factor as well. There can be areas where it is not prudent to go. But do not be frightened off too easily. The streetwalker moves fast, dresses inconspicuously, carries little money and can often be through a neighborhood before the forces of evil can mobilize. I walked every little alley of the worst part of Naples, which does not have the best reputation among European cities, and, except for one damned little dog, had no trouble at all.

Most urban jurisdictions are divided into quarters, districts, precincts or the like. Using a detailed map of the city, you need to work out your plan of attack, remembering that you are being "systematic." You will have to set up some boundaries, since municipalities have a way of merging gradually with the countryside without regard to official city limits; you can end up country-strolling, if you are not careful. Some oriental cities present major problems to the streetwalker—unfamiliar street signs, if any, and a hodgepodge of alleys that appear on no map. Other cities are growing so fast that no map-publishing firm can keep up with them. So, as a side project, you could draw your own map. I might add that, in any city, the maps can be off since streets become blocked, just disappear or new streets are added where buildings have been torn down.

There are several basic systems for attacking a city: (1) the spiral, starting at the center and working out; (2) the checkerboard, doing one district, then another across town, then another until all are completed; (3) the spiderweb, working off main streets in one direction, then another, and weaving in between. It really depends on the city and your inclination. I have streetwalked two cities, Belgrade and Naples. The former was between two rivers, the Sava and the Danube, so I started at the point of confluence and, in two years, worked my way back to the city limits at the base of the triangle.

Naples, on the other hand, had the Bay of Naples, a *zona industriale* and an encircling highway *(tangenziale)* which set my limits. I used the checkerboard technique, which had the advantage of taking me from very poor areas to business districts to wealthier residential sections. This prevented too much of a sameness and allowed for interesting comparisons.

Use of local transport, namely buses, streetcars and subways, is usually the key to successful streetwalking, and is part of the fun. Getting to the day's takeoff point in a crowded streetcar puts you on an entirely different plane than you're on at the office or at diplomatic receptions. Also, observing a city from the higher-standing bus or streetcar gives you a better view than you get immersed in traffic in your car. From the transit vehicle, you can look over walls, into windows, eavesdrop on your fellow passengers' conversations, observe social conventions and pick up a pretty good idea of how people get to and from work, and frustrations they might undergo before they arrive at the office. A Neapolitan bus in the rush hour during July needs to be experienced, not read about.

There are a few rules that the good streetwalker should obey: (1) Dress down; do not stand out if possible. This can be difficult if you are obviously not of the same physiognomy as the local population, but the idea is to blend in as much as possible. (2) Do not carry a camera. It slows you down and, in poorer areas, attracts unwanted attention. If you see good photographic sites, put a mark on you map and come back as a photographer. (3) Do not streetwalk at night. This could mean looking for trouble; you do not see as much, and you upset the local streetwalkers.

—C.S.K.

Street scene in Naples.

Street names

Street names can be great fun, and I am sure that Belgrade has the most eclectic grouping of any city. Three streets are named after American presidents—George Washington, Roosevelt (I assume FDR) and John Kennedy. (In the Belgrade suburb of Zemun you can meet someone at the corner of Kennedy and Lenin.) There are the normal socialist names such as the boulevards of the Red Army, the October Revolution, the People's Front, Marx and Engels Square and Rosa Luxemburg Street, but there are also streets named after Charlie Chaplin and the Brothers Grimm. There is an Anne Frank Street, and there is an Alexander Fleming (discoverer of penicillin) Street, as well as streets named after the emperors Augustus Caesar and Haile Selassie.

Neapolitan streets tend to be named after either local heroes or saints, which can be relatively uninteresting to the outsider, but one can enliven the scene by doing research on how each saint achieved his or her sainthood.

The people

What does make Naples one of the truly great cities of the world are its people. The incomparable Neapolitans are actors from the old, tear-up-the-scenery school of drama, and the streets are their stage. The streetwalker, therefore, is not only an observer but a bit player in the continuing street theater. The ground-floor apartments of the older tenements in the poorer parts of Naples have no ventilation except when the doors and windows are open to the street; they always are, except in the coldest weather. The same is true for the small, unlicensed shoe, glove and leather handbag factories which expel the odor of glue and leather into the narrow streets, and you can see the sub-teenage kids working away inside. With the apartments, shops and factories open to the street, nothing is hidden, and the streetwalker has a difficult time not gawking and going about his or her business. Elderly ladies on the upper floors of tenements lower baskets on ropes to the blackmarket cigarette sellers on the streets below. They then pull up a pack of Marlboros. Business deals are conducted in the street; gossip is exchanged while small cars weave through the crowd. Even if you have studied Italian, the language of the streets is an incomprehensible dialect, but the gestures are not.

It was a shock to find that the quarter of Santa Lucia, which is the subject of a beautiful song learned by most American schoolchildren, is now the center of blackmarketeers. There have been several daylight shootings in the streets of Santa Lucia over the multimillion-dollar illegal cigarette trade.

But for the streetwalker of Naples, shootings are not the problem—the hills are. Part of Naples is on a high plateau which gives great panoramic views of the harbor, the bay and Mount Vesuvius, but it is hard on the streetwalker since a series of steep streets or steps connect the two parts, and they must be traversed. At one point I found myself, at 53 and overweight, climbing a set of 267 stairs paralleling a broken-down funicular railway. It was noon on a bright August day, with no one in sight. Apparently consuls general are the only Americans who will go out in the noonday Neapolitan sun.

Graffiti

Graffiti, mostly political, cover the walls of all areas of Naples. There is a wonderful Italian tolerance for this, as demonstrated by the coexistence of graffiti, reflecting completely different parts of the political spectrum, that share a wall without being defaced by persons of the opposite persuasion. The hammer and sickle often shares a wall with *"Viva il Duce."* (Naples had a strong quasi-fascist party, as well as a communist party powerful enough to elect the mayor.) Once, while walking through the quarter of Vomero, which has the reputation of being a stronghold of the extreme right, I saw chalked on the wall: *"Viva Ezra Pound!"*

Sometimes the political allusions of the graffiti are obscure to the foreign streetwalker, and even to the townsfolk. There was a slogan chalked near a bus stop which said: "Down with the transparent revolution!" [*Revolutione transparente*]. I tried to puzzle that one out, but with no success. I was pleased, therefore, to overhear some Neapolitan university students who were also trying to figure out what the heck it meant.

On one wall near the consulate general, however, someone with a good sense of priorities had written: *"Amore e divino!"* So is streetwalking.☐

Your Colleagues—II

African bureau officer is woman marathon champ

She runs while others eat

"Slow and steady wins the race." *The Hare and the Tortoise.*

HOW ABOUT fast and steady? That seemed to be Patti Howard's style in winning the women's competition in the 26.2-mile District of Columbia Marathon. She ran it in 3 hours, 2 minutes and 15 seconds, breezing in 55th overall in a field of 700. It was on March 21—a cool, rainy day.

"Finishing first in a marathon was a goal I had set for myself," says Ms. Howard, a personnel specialist in the Bureau of African Affairs' Executive Office. Reaching the goal on her sixth try, the Civil Service officer had previously run in two Boston marathons, two Washington Marine Corps marathons and one in her hometown, San Diego. She has been running five years, skipping the lunch lines every day in the cafeteria and jogging 10 miles instead.

They also run

Other known marathon runners in the Department are Dick Bowers, European Affairs; Paul Coran, Legal Adviser's Office; Jack Davis, Office of Fisheries Affairs; Larry Lesser, Near Eastern and South Asian Affairs; Bill Sanford, Historian's Office; Steve Sena, Consular Affairs; Joe Smaldone, Politico-Military Affairs; Sanford Watzman, STATE magazine.

"Running keeps my weight down—I love to eat," she says. At age 29, she asserts that, because of running, she's in better physical shape than she was 10 years ago, when she first began working for State as a clerk/typist in the Office of Performance Evaluation.

"Running gives me an opportunity to be alone—without pressures," she says. "I look forward to it even more when I've had a hectic morning in the office. It gives me a chance to think without interruptions. I know it must sound corny, but running puts a whole new light on things for me. When I have problems, they don't seem so bad when I'm running. It's a part of my life, like brushing my teeth."

The "champ," with her first-place trophy. *(Photo by Warren Littrel)*

Ms. Howard has traveled to Africa twice in connection with her work. Although she believes that serving at a post there would be interesting, she wouldn't want to because she might miss running. For women, running is both culturally unacceptable and unsafe in some places in Africa, she said, adding: "You can't go out and run just anywhere there, as you can here."

—DONNA GIGLIOTTI ☐

Your Colleagues—III

New Delhi consular officer is a 'competitive' birdwatcher

Will he go all the way to the world title?

By John Schidlovsky

The author is a member of the New Delhi bureau of the Baltimore Sun. Following are excerpts of an article that appeared in that paper on March 15. The photographs are also from the Sun.

NEW DELHI—The Indian sunrise is still an hour away when Peter G. Kaestner pulls up in his Volkswagen camper.

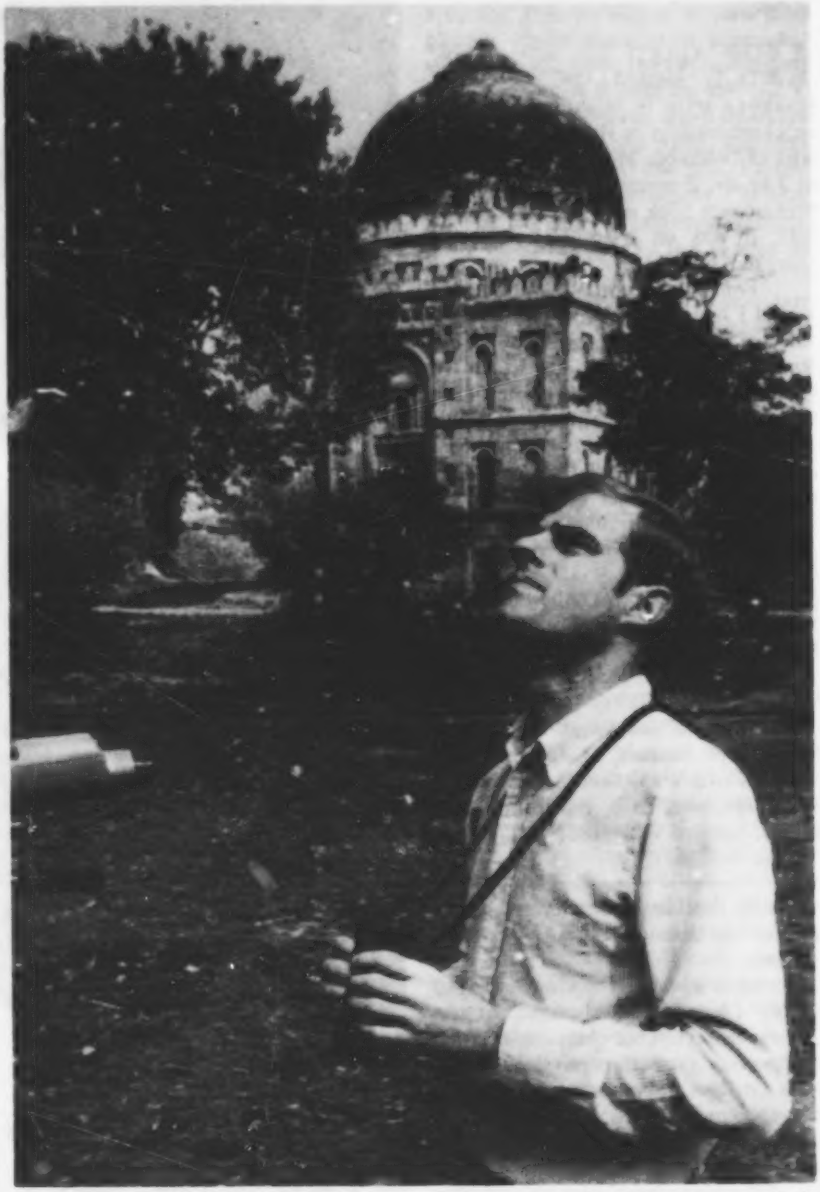
"Ready?" he asks, looking remarkably fresh for 5 a.m. His bleary-eyed traveling companion, a fellow Baltimorean, mumbles something sleepy-sounding and unintelligible: "Horrrgkkay," and stumbles out the door of his house.

Mr. Kaestner gets behind the wheel of his four-year-old green VW bus. On this cool, pre-dawn Sunday, the streets of Delhi are empty. We stop to pick up two friends, and within 10 minutes we are out of the city and into the countryside. Our goal is a marsh. Indian marshes are called jheels, and 30 miles south of New Delhi, Mr. Kaestner tells us, there is a great jheel to see birds.

Mr. Kaestner is a cheerful, 28-year-old junior-level diplomat at the American embassy. He is also a birdwatcher—a totally dedicated, "new-breed" type of birder who approaches his sport with a seriousness that he genially admits borders on fanaticism.

He has crawled up high African cliffs to see a rare bird. He has marched through dense Amazon jungles to see the Andean cock-of-the-rock bird take a bath. He has scoured the Himalayas to watch high-flying geese.

And he is shaping his Foreign Service career so that it takes him to places where he can see the most new birds: In August, he will begin work at the American embassy in Port Moresby, Papua-New Guinea, a post he requested because of the birds there.



Peter Kaestner, you see, wants to see more species of birds than anyone else in the world. He wants to be the John McEnroe, the Wayne Gretzky of birdwatching. His enthusiastically statistical approach to the sport reminds one of Pete Rose's pursuit of Ty Cobb's all-time baseball hit record.

"I've seen 3,466 species," he tells you as his clickety-clackety VW flies

south along the Delhi-Jaipur road. A sleepy-voiced companion asks how many different species of birds there are to be seen in the world. Mr. Kaestner does not need to stop and think.

"There are nine persons in the world who've seen 4,000 species. There are a half-dozen who've seen over 5,000." His voice falls to a special, reverential, hush: "Two people are over 5,500."

Competitive birdwatching, to a non-bird-watcher, to someone who can hardly tell the difference between a duck and a goose, the very existence of such a sport is a revelation.

And to listen to Mr. Kaestner, a Friends School graduate who grew up in Cedarcroft and spent a year driving a Coke truck around Baltimore, it is easy to believe that he will someday rank No. 1 in the world.

"I'm 27 in the world now," he says, citing rankings published by the American Birding Association. "And there's no one younger than me higher on the list."

How did Mr. Kaestner wind up here in India? Well, to begin with, India is a terrific place to see birds, he tells you. There are about 1,300 different species of birds in India (compared to about 340 in Maryland and only 825 in all of the United States). And India's birds, he adds, are easy to see—"friendly" and "conspicuous."

But why as a diplomat? As a consular officer at the American Embassy, Mr. Kaestner has the demanding job of explaining to as many as 150 people a day why they should or should not be granted visas to the United States.

Mr. Kaestner says he thoroughly loves his Foreign Service career. He is serious about it, thinks he does a good job and sees it as a natural way of making a living while pursuing his worldwide birding activities.

He steps on the gas. We must hurry if we want to see the flight of the cranes leaving the jheel. "When I was at Cornell, I intended to be a professional ornithologist," he explains. But soon after graduation from college, when Mr. Kaestner was in Africa with the Peace Corps, he visited an ornithologist friend who had gone to southern Africa to study the ibis.

When Mr. Kaestner saw how a professional ornithologist had to live—in a barren, insect-filled environment with nothing but a tent and a stove—he said, "No way," and began thinking of other ways to make a living.

He decided to take the Foreign Service test. When he passed, he was asked where he wanted to go. He said India. The assignment came through, Mr. Kaestner studied Hindi, and he arrived in New Delhi early in 1981. He intends to stay in the Foreign Service and his career is a promising one, by all accounts . . .

The sun is warming the jheel and many of the birds have stopped feeding. It is now after 8 o'clock and the marsh is acquiring a seista-like air of quiet. Suddenly, a large flock of tiny birds darts in front of us. Mr. Kaestner stops dead in his tracks.

"Oh my god," he whispers. Then, loudly, "I think it's a whole field of bimaculated larks. This is an incredibly rare bird. I've never seen them before."

The bird is, it turns out, species No. 3467 for Mr. Kaestner. He has, once again, seen "something new" (It turns out later, on return to New Delhi, that Mr. Kaestner's sighting is only the second sighting ever of bimaculated larks in this part of northern India.)

With the appearance of the bimaculated larks, our trip has become an unqualified success. We get back into the VW and head back to Delhi, now confidently identifying shrikes and bablers as they cross in front of us. We ask Mr. Kaestner how he got started in birdwatching. He replies that he can't really remember his first outing, birdwatching was something everyone in the Kaestner family did back in Maryland, whether it was on the bay or along the C&O Canal or near Baltimore.

"Lake Roland in the first week of May can be spectacular," he said, adding that an astute birdwatcher might be able to see up to 100 different species of birds in Baltimore county in one day.

A large influence on Mr. Kaestner's birdwatching career was his older brother, Benjamin H. Kaestner III, or Hank, who is an executive with McCormick & Co. and who is himself a competitive birder of world standing.

"I'm about 200 ahead of him," says Peter with the cheeky pride of a younger brother.

Just a year ago, Hank was ranked ahead of Peter. What does the future hold in Papua-New Guinea? "One of my goals is to see all 159 families of birds. I've seen 129, and of the 30 remaining 21 are in the Australia-New Guinea region."

Among the new birds he will see are the famous birds-of-paradise . . . ■

News Highlights

State launches drive to upgrade foreign language competence

The Department has launched a broad program to increase the language competence of Foreign Service personnel at posts around the world. The measures include:

—Adding nine more languages to the incentive language program, effective June 27. This brings to 24 the number of "hard" languages that may bring salary step increases or bonuses to employees with a "professional" working knowledge of them.

—Designating Embassy Dakar in Senegal and Embassy Montevideo in Uruguay as "model language competence posts," to comply with a requirement in the new Foreign Service Act.

—Redesigning the language instruction programs at the Foreign Service Institute by offering new short-term intensive courses, ranging from 6 to 10 weeks, as well as the traditional longer-term courses; and strengthening the curricula by placing more emphasis on job-related language skills.

—Filling language-designated positions at overseas posts with persons who have a good working knowledge of the host country's language, or languages. These are certain positions that are considered to be essential. Individuals in them should be able to conduct official business and develop useful working relations with host country officials and other significant embassy contacts, using the language of that country. The incumbents would also be sufficiently versed in the language to supervise embassy national employees, and deal with members of the public in the country on a continuing basis. Currently, the Department has 1,294 language-designated positions overseas; 74% of them are now filled by personnel who meet the required language standards in full.

—Stressing the importance of language training in a Foreign Service career. The institute's School of Language Studies in Rosslyn, Va., provides full-time and part-time instruction in some 60 languages to help personnel develop the communication skills and cultural awareness required to live abroad and work effectively. Language courses are also taught at some 200 posts. In addition, advanced (or graduate-level) language training in Arabic, Chinese and Japanese is available for Foreign Service employees in Tunisia, Taiwan and Japan.

Under the expanded incentive program, more Foreign Service personnel would receive step increases for studying and attaining fluency in Chinese (Cantonese), Chinese (Mandarin), Hebrew, Hindi (spoken in India), Hungarian, Japanese, Urdu (spoken in Pakistan), Vietnamese and Visayan (spoken in the Philippines).

Last June the Department designated 15 other "hard" languages for the program—Amharic (spoken in Ethiopia), Arabic, Bengali (spoken in Bangladesh), Burmese, Dari (spoken in Afghanistan), Farsi (spoken in Iran), Korean, Lao, Nepali, Pilipino/Tagalog (spoken in the Philippines), Tamil (spoken in southern India), Thai, Turkish and Ukrainian. At that time, State also broadened the program to include "all ranks of the Service." In the past, only junior officers could qualify for the step increases and bonuses.

Under the language incentive program, employees receive step increases for study and achievement of the S-3/R-3 proficiency level in specified languages. They then receive a 10% salary bonus when they serve in a language-designated position at an incentive language post. (An additional 5% is received for achieving the S-4/R-4 level.) Also, they receive a 10% salary bonus for language fluency at the S-3/R-3 level when they return for second or third tours in countries with a language incentive, whether or not they occupy a language-designated position. Study of these languages entails a commitment to training which may last as long as two years. The employee may also be assigned to repeat tours of duty utilizing the language skill in what are considered difficult and dangerous areas of the world.

In picking Dakar and Montevideo as model language posts, the Department acted on a mandate from Congress to select at least two areas where, by October 1, 1983, "*all* [emphasis added] U.S. Government personnel at post are language-qualified at an appropriate level of competence." The Foreign Service Act spells out the objectives of the pilot program—"to help ascertain the relationship between foreign language competence and the effectiveness of representation of the United States abroad." The Secretary of State is called on by the act to submit by January 31, 1986, a report describing the costs, advantages and disadvantages associated with meeting the language competence requirements.

The Department, with the cooperation of eight other U.S. Government

Definition of ratings

The Foreign Service Institute's language proficiency test is based on a scale of 1 to 5. It is used to measure speaking and reading capabilities. The two standards cited specifically in the adjoining article are defined as follows:

Professional proficiency: S-3—Able to speak the language with sufficient structural accuracy and vocabulary to participate effectively in most formal and informal conversations on practical, social and professional topics. R-3—Able to read standard newspaper items addressed to the general reader, routine correspondence, reports and technical material in his or her own special field.

Distinguished proficiency: S-4—Able to use the language fluently and accurately on levels normally pertinent to professional needs. R-4—Able to read all styles and forms of the language pertinent to professional needs.

agencies, is hoping to make Dakar and Montevideo models for other posts. Under the act, the Secretary is to determine the "S" and "R" (speaking and reading) levels of language competence for employees assigned to these two posts, based on the nature of their duties.

Meanwhile, with the Foreign Service Institute strengthening the content of its language courses, officials there believe this will help more officers with average language learning aptitude attain the S–3/R–3 level. In cases where students are not expected to attain so-called target proficiency during their training at the institute, they may have their language training extended at the post, if the post agrees. In addition, the institute is helping personnel with refresher language courses and sending language-training materials and tapes to overseas posts.

In Rosslyn, intensive language programs involve up to six hours daily in small classes, plus laboratory work and outside preparation. The instruction is conducted by a teaching staff made up of native-speaking instructors and scientific linguists.

As noted above, some 74% of the language-designated positions overseas are filled by personnel who are proficient in the language of the host country. But the percentage of those who have a working knowledge of the language is known to be higher. This is so because, in most cases, employees are tested before arriving at post, and the scores obtained then remain on record throughout the employee's tour of duty. Yet the person's language competence often improves through use at the post.

It has been reported, for instance, that an additional 11% of the language-designated positions overseas are occupied by employees who fall below compliance with the established standards by only one-half point on the Foreign Service Institute scale—they have a 2-plus rather than a 3 in either reading or speaking ability in the language required.

In addition, there are other employees who are fluent in the host country language who may not be filling a language-designated position. Thus the language skills at post is held to be greater than those reflected in the statistics.

A staff report to the director general of the Foreign Service pointed out recently that there is a "built-in tension between an assignments system designed to minimize gaps at receiving posts, and the requirement that officers destined for language-designated positions receive sufficient language training to qualify at the designated proficiency levels."

A report of the U.S. comptroller general dated April 15, 1980, pointed out that "foreign affairs agencies are required by law to maintain systems for identifying and staffing positions which require foreign language skills. Approximately 70 percent of the employees in overseas positions identified by the systems have adequate foreign language skills, but improvements in the systems are needed."

A number of congressmen have also expressed concern about foreign language skills of U.S. personnel assigned abroad. This concern was reflected in the shaping of certain sections of the 1980 Foreign Service Act.

—Barnett B. Lester ☐

At contract signing are Under Secretary *Richard T. Kennedy*, left, and *Joseph Connor*, senior partner of Price Waterhouse. Department comptroller *Roger B. Feldman* is in background. *(Photo by David M. Humphrey, Visual Services)*

Financial management contract is signed; new system is foreseen

The Department's new worldwide financial management system moved closer to realization with the signing of a multimillion-dollar contract with Price Waterhouse, April 7. Expected to be in operation in five years, the system would provide accounting, budgeting, cashiering, disbursing and procurement support for all State operations.

The system, building upon technological advances, will decentralize financial operations, using innovative techniques and high-speed telecommunications. It will automate financial tasks at principal posts and move data around the world.

Employing the Department's telecommunications network, personnel at financial management centers over the globe will process financial transactions on minicomputers; prepare local reports; and transmit the summary information to Washington. The centers are to be located at larger posts, such as Bonn, Tokyo and New Delhi. Thirty-two have been designated. Most will serve posts near them, extending the scope of the new system to virtually all of the Department's 253 overseas missions. Six centers are expected to be in operation in the next few years.

The system will provide the Department with "important new capabilities, and incorporate standardization of existing systems," said Roger B. Feldman, State's comptroller. "For example, we will be able to determine automatically the impact of foreign currency fluctuations on our resources."

The system will also provide new techniques for budget and financial planning, cost-center accounting, "intensified internal controls" over resources, and accountability for personnel, funds and property, Mr. Feldman pointed out. It will measure workloads, support cashiering and disbursing operations and give accurate estimates of reimbursements from other federal agencies receiving administrative support overseas.

The Department is seeking approval of the system from the U.S. General Accounting Office. The latter is responsible for overseeing the development and operation of all existing and new financial systems of the Government. ☐

'Alternate career program' is planned

The Department is again sponsoring a three-part alternate career planning program to help employees explore the advisability of changing jobs, seeking second careers or planning for retirement. Sessions will be scheduled on the basis of the number who register. The three parts are:

—*A job search seminar.* This three-day course will seek to help employees understand how skills, knowledge and experience may be transferred to a new job. There will be discussions of how to obtain guidance and assistance from available sources.

Information on preparing and conducting a job-finding campaign will be provided. Enrollment will be limited to 20 persons on a first-come, first-served basis, except that employees who are resigning or retiring from the Department will be given priority. All full-time permanent employees, in any grade or pay plan, may apply for the course.

—*A retirement planning seminar.* This two-day event will focus on the meaning of retirement, retirement versus a second career, financial needs, health issues, personal resources, legal and tax matters, social security, medicare and health insurance, community resources and related topics. Enrollment will be limited to 20, first-come, first-served with, again, employees who are separating or retiring from the Department being given priority. All full-time permanent employees of the Department who are currently eligible for retirement, or who are within three years of eligibility for retirement, may apply. Retirees may enroll, up to one year after their retirement date. Spouses may enroll with the employee on a space-available basis.

—*Intensive counseling sessions.* This program is open to all Foreign Service employees preparing to leave the Department, except those separated for cause. It is designed for those "whose careers may not offer further significant opportunities and who want to move on to other appropriate employment with ease and confidence," according to a Department Notice.

The three-part program includes assistance in self-analysis, appraisal and presentation; developing job-finding strategies; and conducting a search for a second career. It is a full-time course, and the participant must be freed from other assigned responsibilities. The program is not a placement service, nor does it guarantee a job, the notice said.

Employees may not take the job search and retirement planning seminars simultaneously. For those overseas, or who are unable to attend the Washington sessions, the seminars will be offered as correspondence courses.

Information may be obtained from the contractor, THinc Group, Inc., Suite 1150, 1629 K Street, Washington, D.C. 20006; telephone 223–3003. Employees who have questions pertaining to eligibility may call Wendy Beaver, 632–8934. ☐

U.S. embassy is strafed

Embassy Guatemala was strafed with automatic weapons fire on the evening of March 31. The attackers, passing in two vehicles, also launched a rocket-propelled grenade at the building. There were no injuries and little damage. ☐

Line of succession at State is codified

Secretary Haig has designated the under secretary for political affairs to act as Secretary "in case of death, resignation, absence or illness" of the Secretary and the deputy secretary.

Other Department officials in the line of succession, in a delegation of authority published in the Federal Register on April 14, are, in order: the under secretary for economic affairs, the under secretary for security assistance, science and technology, the under secretary for management, the counselor, and the assistant secretaries for the regional bureaus, according to their length of service in these positions in the Department.

In a January 27 executive order, President Reagan had requested all cabinet officers to designate the line of succession in their agencies. The order at State updates a January 1973 ranking which did not include the under secretary for management and the counselor. The 1973 ranking has been canceled. ☐

UN Children's Fund

President Reagan has appointed Rita Di Martino of New York as alternate U.S. representative on the executive board, UN Children's Fund. ☐

'Future of Iran' is Open Forum topic

A discussion of "The Future of Iran: A Role for the United States" has been scheduled for noon, May 10, by the Secretary's Open Forum, with Barry Rubin of Georgetown University and Roger Samgabadi of the Time News Service New York Bureau as speakers. Other programs this month were to feature Rep. Norman Y. Mineta (D.-Calif.), speaking on Asian and Pacific Heritage Week, May 5, and Roger C. Molander, executive director of Ground Zero, whose topic on May 7 was to be nuclear war.

The speakers scheduled last month were Elliott Abrams, assistant secretary for human rights and humanitarian affairs, April 7; William K. Chipman, Federal Emergency Management Agency, on civil defense, April 14; Marion S. Barry Jr., mayor of the District of Columbia, on the district as an "international city," April 19; Rev. J. Bryan Hehir, director, Office of International Justice and Peace, U.S. Catholic Conference, "The American Catholic Church and U.S. Foreign Policy," April 21; John Kenneth Galbraith of Harvard University, "The Politics of Underdevelopment," April 28; and Claire Sterling, author of "The Terror Network," on international terrorism, April 30.☐

Mayor Barry **at the Open Forum.** ***(Photo by David M. Humphrey, Visual Services)***

Immigrant visa fee is up from $25 to $100

The fee for immigrant visas has been raised from $25 to $100, as of April 1. Of the new figure, $25 is for the application, $75 for the issuance. A Department news release explained:

"The present immigrant visa fee of $25 has been unchanged for 30 years. Due to the inflationary trend of the past three decades, the $25 fee no longer covers the Department of State's cost for providing and issuing each immigrant visa. The new immigrant visa fees are expected to increase receipts to the U.S. Government by $35 million a year. These monies do not accrue to the Department but are deposited in the general revenues of the Treasury."

The new fee does not apply to nonimmigrant visas (tourist, transit, student, etc.) Questions on the increase may be directed to James Webb, Consular Affairs, Room 6811, 632–6326.■

At the Capitol

THIRTY members of the Association of American Foreign Service Women recently spent a day on Capitol Hill. The day's events, arranged through Senator Charles Mathias' (R-Md.) office, included a VIP tour, a luncheon in the Vandenberg Room and attendance at a Senate Foreign Relations Committee hearing. *(Photos by Donna Gigliotti)*

Senator *Charles McC. Mathias Jr.* (R-Md.) fields questions in the Russell Senate Office Building. Front row, from left: *Rita Horowitz, Jeanice Bailey, Marguerite Lawson, Lebbie Taylor.* Second row: *Anita Schelp, Kelly Graves, Marie Tobler.*

On a balcony beneath the Capitol's original rotunda.

Kathleen Boswell, left, and *Debbie Emmert*.

Keith Woodward on subway from the Russell Senate Office Building to the Capitol.

Senator *Charles H. Percy* (R-Ill.), Foreign Relations Committee chairman, stops in to visit during lunch in the Vandenberg Room. To his right is *Marie Tobler*. ■

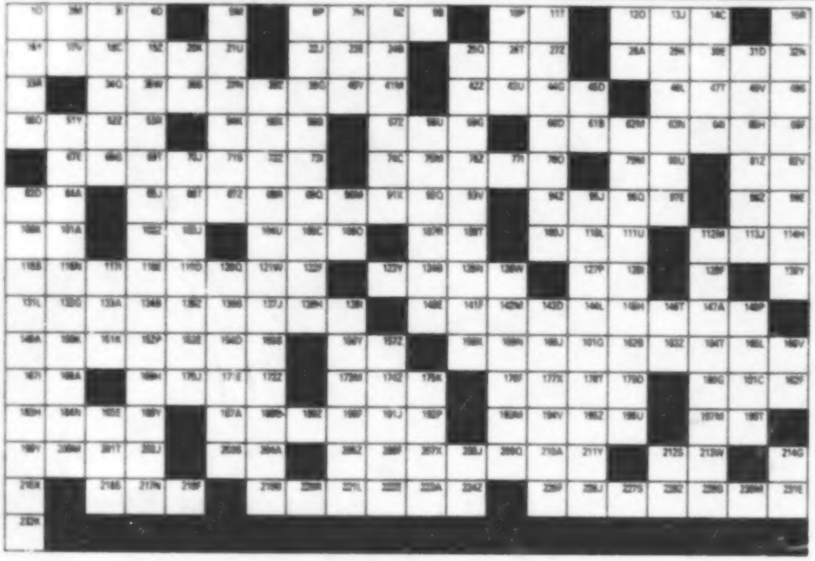
Diplo-Crostic No. 15

By Carol Becker

Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the words that you can guess from the definitions in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the words have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each word reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 14" appeared in the March issue; the solution was in the April STATE.)



DEFINITIONS	WORDS
A. Psychological pressure (3 words)	187 133 84 204 29 169 223 210 149 147 101
B. Pinnets	219 162 124 134 61 88 9 225 24
C. Bribe money	115 14 186 74 18 181
D. "We are ____ servants; we have only done what was our duty" (Luke, 17)	43 45 60 31 194 179 143 4
E. High level meeting held in Mexico in October, 1981	231 23 119 87 163 185 171 148 222 38 98 97
F. Site of Royal botanic collection	199 225 176 122 129 182 68 206 141 218
G. *Die Fledermaus*, e.g.	132 39 180 62 214 59 161 44 165 114
H. "There's little of the melancholy ____ in her, my lord" (Much Ado, II)	7 138 65 100 169 128 73
I. "The paired butterflies are already ____ with August" (Ezra Pound)	139 117 94 3 197 77
J. Environmentalists' bimonthly magazine	229 169 199 22 137 113 191 170 70 208 96 103 202 13 86
K. One who is present	29 54 100 223 161 175 20 189
L. Cronkite's replacement	46 144 186 110 131 221
M. (With word S) Reagan's 1982 economic policy for our neighbors	142 41 75 56 112 79 62 5 2 197 173 165 200 230
N. "As if the Sermon on the Mount had been ____ like a last year's almanac" (Whittier, 1866)	159 22 217 116 184 125 63 37
O. Portable float	106 180 78 12 1 99 52
P. Peculiarity; curiosity	10 148 192 127 152 8
Q. Chinese fruit	89 209 34 120 96 25
R. A great quantity (slang)	107 220 53 88 15 33
S. See Word M	227 116 212 49 218 36 203 71 126 155
T. The third Sunday in June	128 164 86 26 47 11 178 201 69 158
U. Evergreen from which bows are made	60 43 58 104 21 198 111
V. Egyptian god of the dead	82 93 165 17 154 48
W. "Eat no onions or garlic, for we are to ____ sweet breath" (*Midsummer Night's Dream*, IV)	35 146 213 136 121
X. Guess if you can, ____ if you dare" (Corneille, *Heraclius*)	158 55 91 216 207 177
Y. One who attacks	16 40 123 51 211 186 189 166 130
Z. GATT has still not resolved this issue	228 72 174 94 87 224 19 81 157 42 1 205 189 135 52 39 90 172 182 57 163 76 188 27

Appointments

Newell is nominated as chief, international organization affairs

President Reagan has nominated Gregory J. Newell as the new assistant secretary for international organization affairs. He would succeed Elliott Abrams, who became assistant secretary for human rights and humanitarian affairs. The nomination has been submitted to the Senate Foreign Relations Committee.

Mr. Newell

Mr. Newell has served a full-time mission for the Church of Jesus Christ of Latter-day Saints in France, Belgium and Luxembourg, and has coordinated the work of missionaries in the field. He was coordinator of the Foreign Service Evaluation Center at Brigham Young University, where he was educated.

Most recently, he was a member of the U.S. delegation to the UN Conference on New and Renewable Sources of Energy in Nairobi. He led the first U.S. technical trade mission to the People's Republic of China after that country received most-favored-nation status. He was, until recently, a special assistant to the President and director of presidential appointments and scheduling.

Mr. Newell served in President Reagan's Transition Foundation, has been a consultant to Senator Robert Dole (R-Kan.) and was named a staff assistant to President Gerald Ford in 1975. In 1974 and 1975 he was a planning analyst with the Alexander Hamilton Life Insurance Co. of North America. He is married to the former Candilyn Jones and has two children. ☐

Fisheries appointments

President Reagan has announced his intention to appoint three commissioners to the U.S. section, International North Pacific Fisheries Commission. They are Robert McVey, Department of Commerce; Elmer E. Rasmuson, National Bank of Alaska; and Robert M. Thornstenson, Icicle Seafood, Inc., Seattle. ☐

Foreign scholarships

President Reagan has announced his intention to appoint M. E. Bradford, professor of English at the University of Dallas, as a member of the Board of Foreign Scholarships for a term expiring in September 1984. He would succeed Alfred Stern. ■

People at State

Natale (Nat) H. Bellocchi is the new deputy assistant secretary for assessments and research in the Bureau of Intelligence and Research . . . **E. Allan Wendt** is the new deputy assistant secretary for international energy policy, Bureau of Economic and Business Affairs . . . **Melvyn Levitsky** has been designated the senior deputy assistant secretary in the Bureau of Human Rights and Humanitarian Affairs.

MANILA, Philippines—President *Ferdinand E. Marcos* accepts the credentials of U.S. Ambassador *Michael Armacost* at Malacanang Palace.

"'You still believe in serving your country'"

'An old-fashioned statement about an old-fashioned virtue'

By Jack Perry

The author, now coordinator of the Executive Seminar at the Foreign Service Institute, was ambassador to Bulgaria from October 1979 until taking his current assignment last September.

Herz, Martin F. *215 days in the life of an American ambassador: Diary notes from Sofia, Bulgaria.* School of Foreign Service, Georgetown University, Washington, D.C., 1981. 269 p. $9.85.

MARTIN HERZ has done what few career Foreign Service officers ever do: write a book about what it is like—specifically, concretely, in day-by-day detail—to be an American ambassador.

Mr. Perry

As the last of his assignments in a distinguished career, Martin Herz served as ambassador to Bulgaria. During a slice of his service in Sofia, he kept a diary for 215 days—beginning on July 17, 1976—and this book is it. It provides an unvarnished, unpatterned picture of an ambassador's life and work in a relatively small mission, together with some reflections on foreign policy and the diplomatic profession. Because it is a diary, the book suffers here and there from a lack of timeliness; but it more than makes up for that in the immediacy of its presentation. The reader winds up with fresh insight into the practicalities—and some of the career challenges—of the diplomatic life.

Dean Peter Krogh of the School of Foreign Service at Georgetown University (where Mr. Herz is now director of studies at the Institute for the Study of Diplomacy) provides a helpful introduction to "215 Days," in which he takes issue with Ambassador Herz's repeated insistence on the "unimportance" of Sofia as a post. But Martin Herz is a mettlesome realist before he is anything else, and in stressing Sofia's unimportance for Washington he is simply giving an assessment of Bulgaria's place in the hierarchy of American foreign policy interests. I prefer to think that eastern

Ambassador Herz, left, reviews honor guard in 1974, prior to presentation of his credentials to chief of state Todor Zhivkov.

Europe in general, and Bulgaria in particular, merit more attention than often given by American policymakers in the past, and that therefore Sofia is in a sense more important than Ambassador Herz maintains. But for purposes of his diary, the unimportance is a handy device: it enables the author to concentrate on *how* he does his job, in fairly mundane, unexciting circumstances, rather than on what the *policy content* of the ambassador's job might be.

Dean Krogh correctly notes that the book covers three separate areas: Bulgaria; East-West relations and diplomacy in general; and "the workings of American diplomacy." As to Bulgaria itself: As an old Sofia hand, I do not wholly agree with Ambassador Herz's perceptions. I came to Bulgaria after tours in Moscow and Prague, and was deeply impressed with Bulgarian nationalism, by the psychological distance between Sofia and Moscow. Ambassador Herz was more struck by the regime's loyalty to the Soviet Union, taking this to indicate a true "organic" relationship between Sofia and Moscow. Perhaps he and I were looking for different things.

About East-West relations and diplomacy in general, I found the author's views cogent and well worth reading. (Here is a sample portion of a passage on diplomacy: "There is a mistaken idea in some people's minds that being a diplomat means that you have to make special efforts to be popular. Diplomacy is a profession, and its job is to get certain things done. If they are best accomplished by being nice, then it is best for a diplomat to be nice. But if they are best accomplished by being unpleasant, then it is best for a diplomat to be unpleasant. Not too often, of course . . .") I have one problem with an unexpurgated diplomatic diary, and that is its naming of real people (including Bulgarians who might have preferred not being named) and discussing real diplomatic issues so soon after the event. It could be harmful if too many current diplomatic diaries saw print.

***Ambassador Herz*, left, and *Angel Balevski*, chairman of the Bulgarian Academy of Sciences, look in 1975 at fragment of lunar rock and Bulgarian flag which were carried to the moon and back aboard Apollo 17.**

Where "215 Days" is most valuable—and here I recommend it warmly to all Foreign Service people—is in what it says about diplomacy as a career in America today. The author is frank in his portrayal, and he gives healthy insight into what is satisfying and what is frustrating about a present-day diplomatic career. His candid discussions of what it is like to be in the field, sending disregarded or scorned messages, seeing policy fail to take local conditions into account, are revealing and instructive. His stories and comments on what it is like for senior officers to wait for a presidential appointment, to be kept dangling, to be passed over, to see the good jobs being passed out to those outside the profession—this is recommended reading for all who aspire to senior positions. And his portrayal of how ambassadors, both political and career, are moved out of their posts—a habit into which all new administrations seem easily to fall—is good to have on the record. Few Foreign Service authors have been so frank about the heat in the kitchen as Ambassador Herz is in this diary, and this makes "215 Days" helpful reading.

At the very end of the diary, the author quotes his wife, Elizabeth, as telling him: "You still believe in serving your country." This is an old-fashioned statement about an old-fashioned virtue, but all those who know Martin Herz know it is true. This little book is much like its author—truthful, penetrating, a bit testy here and there, but above all dedicated wholeheartedly to the American national interest. I recommend "215 Days" to everyone who wants to be shown a closer view of diplomatic realities by an exceedingly good practitioner. ■

Honor Roll

Joel Barlow: Hero-diplomat

He freed 145 U.S. hostages

By William Sommers

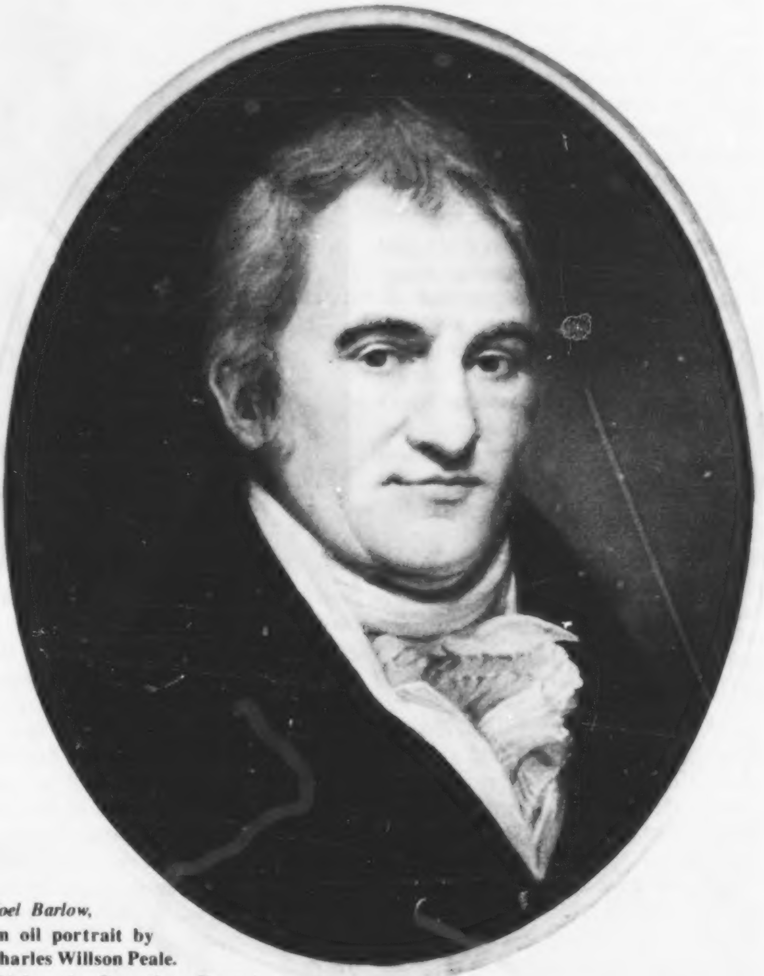
The author, a frequent contributor to this magazine (verse and historical articles), has retired from AID and is now city manager of Englewood, N.J.

Mr. Sommers

WITHIN THE FOYER of the Department's diplomatic entrance stands a marble tablet enclosed by a lighted entablature. Cut into its green surface are the names of Foreign Service members who died as heroes. The second name on the list is Joel Barlow, the American minister to France under President Madison, who lies nearly forgotten in the village churchyard of Zarnowiec, Poland.

Mr. Barlow, in forlorn pursuit of a treaty with France, followed Napoleon to Vilna, Lithuania, during the bitter winter of 1812. When the beaten dictator fled Moscow, Mr. Barlow, along with the French court and the diplomatic corps, hit the frozen road for Paris. But the minister caught pneumonia on the way, died the day after Christmas and was hastily buried in the cold ground of Zarnoweic.

Today his memory is as faint as the dust of his crumbled bones. And yet it should not be so. Mr. Barlow was one of an early band of American diplomats whose resourcefulness, intelligence and devotion raised a standard of excellence that is, perhaps, even more impressive today. He wrestled with international terrorism and brigandry, negotiated for the lives of American hostages and, at the behest of the President, risked reputation—and, life—in a most dubious diplomatic battle.



Joel Barlow,
an oil portrait by
Charles Willson Peale.
(Diplomatic Reception Rooms)

A 'Renaissance' man

Joel Barlow, like many of his 18th-century companions, had a Renaissance zest for human activity; he was at once patriot, businessman, politician, polemicist, poet and diplomat. He backed Robert Fulton's steamboat with cash, referring to his good friend as "Old Toot," founded American Mercury magazine and coined that much-abused word, "utilize." He argued for a national university, which eventually surfaced as Columbian College, now George Washington University. And he was the first American poet to be taken seriously in England and Europe, with such lengthy, turgid but wholly American works as "The Vision of Columbus," "The Columbiad," "Anarchiad" and the best of the lot, "Hasty Pudding."

Mr. Barlow's first overseas assignment was to the Barbary states.

Operating out of the Turkish regencies of Algeria, Tripoli and Tunis, the Barbary pirates were plundering American shipping, hijacking the cargoes and holding crewmen as hostages for ransom. By 1795, 150 American citizens had been enslaved by the grand vizier (dey) of Algiers, Hassan Bashaw. Some had been prisoners and slaves for more than 10 years!

The Barbary states were supported by the superpowers of that day, England and France. By playing off the corsairs against the smaller countries who traded in the Mediterranean, the two were able to maintain naval dominance. France, for example, could have wiped out the Turks on a moment's notice. But, as Mr. Barlow wrote to the Secretary of State: "Louis XIV said, if there was no Algiers, he would build one as it was the cheapest way of depriving the Italian States of their natural right to navigate their own seas."* Superpower strategy and the manipulation of satellites has a long history!

No. 1 pirate

The United States was in no position to do battle. A "Treaty of Peace, Friendship and Commerce" had just been concluded with Hassan Bashaw, dey of Algiers and the most powerful of the rulers of the three states. It was a wild and wooly document that referred to George Washington as the "commander of the American people, living in the island called America." The treaty required an annual tribute of $20,000 "being the price of peace." What Hassan Bashaw really wanted was a one-time cash payment of $600,000 in gold. And he wanted it yesterday! The ransom price for the hostages was set separately at around $200,000.

Both Timothy Pickering, the Secretary of State, and James Monroe, the minister to France, needed the right man to offset the treacherous Hassan Bashaw, arrange for the delivery of the hostages and enforce the treaty. Joel Barlow was the ideal choice. He had lived in France for nine years, spoke French, German and some Arabic. As a contemporary put it: "Barlow was rich enough to afford diplomacy, a citizen of both France and the United States and fair match for the international pirates who inhabited the Barbary Coast."

Sheffield wine cooler given to Joel Barlow by Thomas Jefferson, 1807. ***(Diplomatic Reception Rooms)***

Mr. Barlow accepted the appointment as consul and began preparations for his new assignment. He received no separate maintenance allowance, nor a cost-of-living adjustment, nor even danger pay. But he was not at all disdainful about expense money. Apprised that the essential element in establishing a favorable impression with the dey was the size and dazzle of the "Conselor's Gift," Mr. Barlow went shopping.

Uncle Sugar pays

He scoured Paris shops to buy jeweled snuffboxes, diamond rings, pistols inlaid with precious stones, brocaded robes and thick carpets. The bill came to $27,000, eventually charged to Uncle Sam. What modern-day ambassador, in fear that the inspector general will rack him for a $500 embassy reception, wouldn't trade his tourist-class home leave ticket to be Joel Barlow—just for a day!

Mr. Barlow left Paris on December 27, 1795, bound for Algiers via Marseille. But between the weather, the absence of ready shipping and overland detours via Spain, Mr. Barlow did not arrive until March 6.

And the welcome was not in the best traditions of Turkish hospitality. The dey refused to see him, refused his gift and roughed up his servants. The reason? Simple enough. Where was the $600,000 in gold? The treaty had been signed on the 28th of November; here it was, three months later, and still no cash!

The ultimatum

By April, the dey's legendary temper reached a climax. Mr. Barlow was given an ultimatum: if the money did not arrive in eight days, the honored Hassan Bashaw would declare war on the United States; if it was not on the dey's counting table in 30 days, Algerian cruisers would start seizing American ships.

While AID, today, could have provided the dey's tribute in a matter of hours, Mr. Barlow's task then was complicated by the lack of hard currency throughout Europe. Wars and rumors of wars had driven the good money underground. Letters of credit advanced by the United States on banks in London, Paris and Lisbon brought only: "See us next year when things get better." Moreover, the commissioner plenipotentiary in charge of the money, Colonel Humphrey, was not a ball of fire; his plodding pace added to Mr. Barlow's frustration.

Then the American consul was struck with an inspired thought. He went to the dey and offered a gift for the latter's daughter: an American-built 25-gun frigate (a little something for the girl who has everything). These were popular ships, the envy of most seafaring countries. In exchange, Mr. Barlow wanted a three-month reprieve on the payment of the blackmail. The dey was delighted and, to show his enthusiasm, held out for a frigate with 36 guns.

It's a deal

Mr. Barlow agreed; the deal was

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*The quotations are taken from the Barlow dispatches in the National Archives, and from "Life and Letters of Joel Barlow," by C.B. Todd, 1886, Putnam. The author relied heavily on James Woodress' "A Yankee's Odyssey: The life of Joel Barlow," 1958, Lippincott.

struck. It was like buying off the Cosa Nostra with a case of machine guns and a cement mixer! But without more time, Mr. Barlow and the hostages were likely to end up in Hassan Bashaw's paradise forever. Only when the dey agreed, did Mr. Barlow report his action to U.S. minister Monroe and Secretary Pickering. He expected to be turned down because of the $90,000 price tag on the frigate. But his superiors backed him without question; President Washington personally ordered the Philadelphia shipyard to rush the job. Not a few ambassadors of recent memory would have soared heavenward with such a mandate!

With the dey off his back, Mr. Barlow moved quickly. His first concern was getting cash to Algiers. Colonel Humphrey had bungled the job and Mr. Barlow, writing to his wife, gave the colonel a very poor performance evaluation. The colonel had, so the letter went, "too much beef in his head to be a good manager." His only talent was in "keeping a secret especially from those whose knowledge of it is absolutely necessary."

Mr. Barlow turned instead to Joseph Bacri, an Algerian banker with connections in Europe. He persuaded Mr. Bacri to take a letter of credit on the former's branch in Leghorn, Italy. The gold would be taken aboard a U.S. naval frigate and brought to Algiers. Mr. Bacri, already in Mr. Barlow's pay via an unauthorized retainer of $18,000, sensed a good prime rate in the offing and readily agreed. Dispatches effecting the exchange were sent off on the next packet.

Danger for the hostages

The problem of the hostages was more complicated. Ill-used for years, they were already in poor health when an epidemic of plague broke out in Algiers. Though Mr. Barlow worked hard and long to save their lives, five hostages died within the first week and many more were edging toward the brink. Release was imperative. Just as despair set in, circumstances again played into Mr. Barlow's intrepid hands.

The new French consul arrived in Algiers, on the heels of the plague, with a magnificent "consular gift" for the dey. Hassan Bashaw was overwhelmed. From then on, nothing was too good for his big brother from Paris. The consul took immediate, if secret, advantage of the dey's euphoria by requesting a small loan of $200,000 in gold. The problem, endemic to Algiers, was a shortage of hard currency, since most of it was kept under lock and key in the dey's treasury. And the French consul, newly-arrived and beset with expenses, was in dire need.

The dey granted the loan; the French consul then turned the funds over to banker Bacri under most agreeable terms. Mr. Barlow, privy to the whole transaction, leaned on Mr. Bacri for the full amount, in order to ransom the hostages. The latter, in the spirit of a Barbary Federal Reserve, couldn't resist Mr. Barlow's persuasive charm nor the lure of high interest rates. He gave in.

Free at last

Mr. Barlow now outdistanced even himself. He paid off the ransom to the dey's exchequer, chartered one of Mr. Bacri's boats and, on July 11, 1796, said good-bye to 145 bewildered but happy American hostages on their way to home and freedom.

When the dey realized that Mr. Barlow had tricked him, his rage was infinite. The grand vizier had not only funded the release of the hostages, he had lost his trump card on the payment of the tribute. Hassan Bashaw prepared for war. Mr. Barlow, however, was equal to the task. He calmed the dey's fears, assured him that the tribute was on its way, reminded him of the splendid frigate soon to be his and carefully smoothed the rough edges of Hassan Bashaw's temper.

Though two months late, the gold finally arrived. Mr. Barlow was able to pay off the tribute, return the loan with interest to Mr. Bacri and put the treaty into effect. By Thanksgiving (if, indeed, there was one), Mr. Barlow could eat his turkey in peace; he had plenty to be thankful for.

Mopping up

Mr. Barlow stayed on for another six months, to conclude similar treaties with Tripoli and Tunis. He left Algiers in the summer of 1797 with the blessings of that old rogue, Hassan Bashaw, and the gratitude of Joseph Bacri whose retainer had come to an end. In a short tour of 16 months, Mr. Barlow had managed to free the hostages, conclude treaties with all the Barbary states and show a skeptical Europe that American diplomats could hold their own. Today, Mr. Barlow might have received a Meritorious Service Award or a cash bonus. He was content then, however, with the praise of the Secretary of State, who wrote:

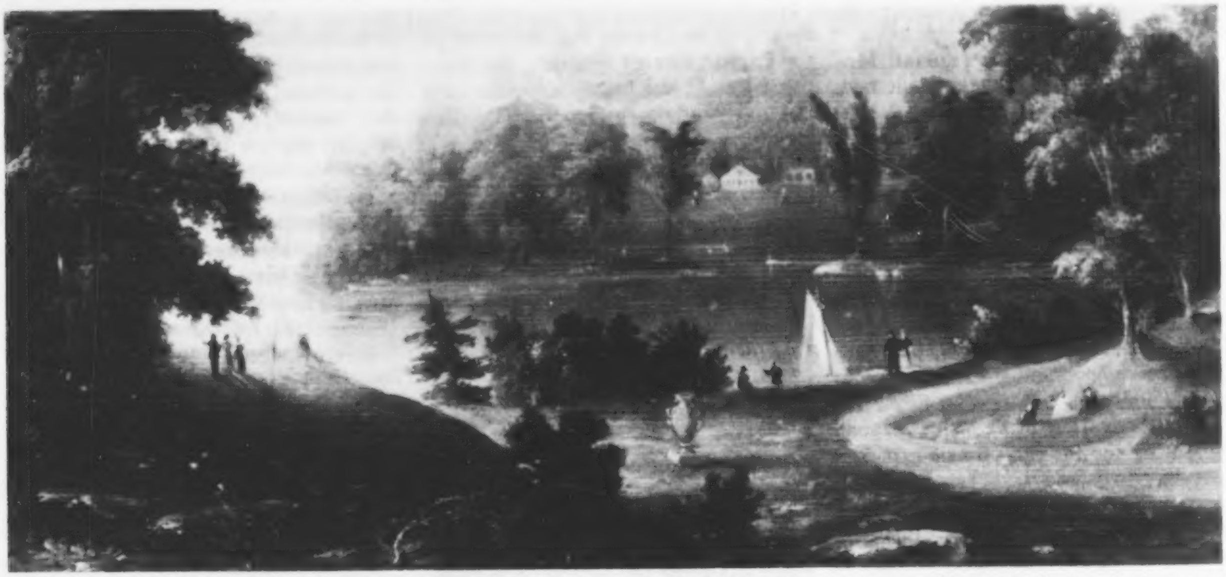
> It has been fortunate for the United States that their interests were at so critical a period in the hands of a citizen who had the intelligence to discern and the confidence to seize the fittest moment to secure them.

Mr. Barlow comes home

The next chapter in Mr. Barlow's Foreign Service career opened in Washington, where he had recently bought a lovely estate. He christened it "Kalorama," which in Greek means "beautiful view." The Barlow house, long since vanished, stood near 23rd Street and Bancroft Road, south of Kalorama Road. Mr. Barlow was now a gentlemen of leisure, close to his good friends, Thomas Jefferson, James Madison and James Monroe. In 1811 he was still writing poetry, dashing off hundreds of turgid couplets whenever the spirit moved him. It was a pleasant life.

Not so for the United States. France and England were again at each other's throats, and the United States was belly-bumped in the middle. England was blockading French ports and systematically seizing U.S. ships, impressing American seamen and generally making life miserable for Americans.

In retaliation France issued the Berlin Decree, which put the British under blockade. The Milan Decree fol-



"Kalorama," Joel Barlow's home, an oil painting by Charles Codman. ***(Diplomatic Reception Rooms)***

lowed. It allowed France to take any ship coming from, or bound for, an English port. Under this veil of legality, the French began to imitate the English, seizing American ships, confiscating their cargoes and interning their crews. President Madison struck back by banning the import of French and British goods. Relations between the three countries became as charged as Ben Franklin's kiting key.

Scheming by Napoleon

But Napoleon, already planning his Russian caper, was eager to involve Britain in a war with the United States. This would engage the British and leave him free in the east. To lure the Americans, Napoleon announced that the two decrees had been revoked. He waited in hope that America's wrath would be directed fully at the British.

Mr. Madison, as President, and Mr. Monroe, as Secretary of State, were skeptical. They wanted firsthand proof. And to get it, they would need a reliable, shrewd negotiator who could hold his own against the French. Mr. Madison had not far to look. Joel Barlow was both friend and neighbor; he spoke fluent French and knew many in Napoleon's court on a first-name basis. The President asked Mr. Barlow to go to Paris as the U.S. minister.

To Mr. Barlow, the prospect was anything but alluring. War seemed imminent and he had no love for Napoleon, who had subverted the French Revolution. But the President insisted. And Mr. Barlow, like so many diplomats since, could not resist the urgings of his President. The Senate confirmed his appointment as minister, and he sailed for Paris early in August 1811. To stress the importance of the mission, Mr. Madison ordered Mr. Barlow to go on the U.S.S. Constitution—"Old Ironsides." Like the modern American Foreign Service officer, Mr. Barlow was restricted to an American carrier!

The new assignment

Mr. Barlow's orders, set down in a book-length document by Secretary Monroe, were to arrange release of the ships, crews and cargoes held by the French, assure that the Milan and Berlin Decrees had been cancelled, and negotiate a treaty of commerce and amity. Mr. Barlow was not optimistic. "I go with an ardent wish," he wrote to Robert Fulton, "but without much hope of doing good." An equivalent assignment today, in 1982, might be to achieve a permanent settlement in Kashmir and the Golan Heights or to negotiate a free-agent contract with Reggie Jackson.

At first, things went well for the new minister. Napoleon received him cordially and, more than once, acknowledged him personally and in public. Mr. Barlow's long acquaintance with things French stood him well. The Foreign Office opened its doors, and he engaged in "fruitful discussions" with the foreign minister, Duc de Bassano. Their talks dealt with many of the substantive issues Mr. Monroe had cited to Mr. Barlow.

Not in writing

This encouraged Mr. Barlow to make the first move. He drew up a proposed statement of French policy toward the United States, in which the French agreed to receive American goods duty-free. The French would also release American ships, cargos and crews then in custody. Though these points had already been discussed, with agreeable answers given, Duc de Bassano demurred. While he was willing to give verbal assurances, he was most reluctant to set them down in print.

Chagrined by this refusal, Mr. Barlow was, undaunted. He switched to the Berlin and Milan Decrees. While Napoleon saw their repeal as a ploy to push America and Britain into war, Mr. Barlow saw them as a chance to reduce tensions between the two. If he could show the English that the French had lifted their embargo, the former might be encouraged to do the same. This would, in turn, remove a major thorn from America's side, abating the war fever and encouraging restoration of normal relations.

In April 1812, Mr. Barlow began pressuring the foreign office for proof that the two decrees had been repealed. He inveigled, cajoled, insinuated and maneuvered. As one French diplomat observed: "Minister Barlow has a mettlesome character and is hard to handle. He does not depart from his American stubbornness."

'Staged anger'

Finally, on a day in the first week of May, in staged anger, Mr. Barlow pounded on the duc's desk, demanding to see the document which canceled the Berlin and Milan Decrees.

To Mr. Barlow's astonishment, the foreign minister opened his desk drawer and produced the Decree of St. Cloud, which unequivocally canceled the two hateful decrees; it was dated April 28, 1811. Mr. Barlow's amazement grew. According to the date, the decree had been issued over a year ago. Had it languished in the drawer all this time? The duc did not answer. Had it been published? No, said the duc a bit shamefacedly. But it soon would be. What Mr. Barlow didn't know, but gradually surmised, was that the decree had been written and signed that very week; it was backdated to coincide with Napoleon's previous announcement. The foreign minister had it available in case, as it now happened, Mr. Barlow pushed him to the wall. It was an act of sheer duplicity!

But Mr. Barlow had what he wanted—a fake perhaps, but at least an official document. A copy was rushed by frigate to London and delivered to the English foreign minister. The English wavered but finally agreed to lift the blockade, on the basis of the Decree of St. Cloud. Notice of the action reached Secretary Monroe on June 29. But it was too late. Twelve days earlier, Congress had declared hostilities against England: the War of 1812 was on. Napoleon had his way, and Mr. Barlow's efforts were thwarted for the second time.

Next task

Mr. Barlow then turned to the last of Mr. Monroe's instructions: secure a treaty with France. This might at least keep the French at bay while the United States wrestled with the English. By this time, however, both Napoleon and his foreign minister were in Vilna, directing the assault on Russia. Mr. Barlow dealt with the Duc de Dahlberg, the deputy minister.

The work was tedious, the progress slow. This was in keeping with M. Dahlberg's instructions to delay. But Mr. Barlow was dogged. He wrote out a draft treaty text and pressed the duc for policy decisions. The latter was forced to write to Vilna, saying he could put off the American minister no longer. France would have to act or break off negotiations.

Summons from the front

On the Russian end, things were going down the tube. French armies were in retreat. The foreign minister came to realize that it would be well to have a few friends left to lean on; the American treaty began to take on a more positive hue. He invited Mr. Barlow to Vilna and, in dulcet tones, promised that "when you arrive we may conclude an arrangement desirable and conformable to the mutually amicable views of our two governments." Mr. Barlow recognized the letter as an invitation to doom.

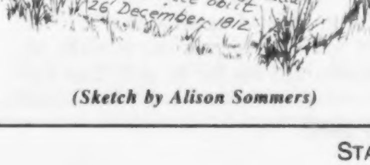
Vilna was 1,400 miles from Paris. He would be traveling in the winter, a winter that was to topple Napoleon and turn his army to ice. Mr. Barlow was nearly 60 years old and not in the best of health. Still, the minister felt that "it was impossible to refuse the Duc's offer without giving offense." Without the comfort of modern travel, with only his nephew Tom and a Foreign Office guide, with neither danger pay, nor a retirement system nor high-option hospitalization, he set off. The carriage was a movable ice box, the roads gutted and frozen. He rode for 23 days, arriving in Vilna on November 18, 1812.

Negotiations were no more satisfactory in Vilna than they had been in Paris. Though the foreign minister was agreeable, he could not get the emperor to sign; Napoleon was too busy trying to save his own skin. The duc was also working hard to convince everybody that things would improve as soon as Napoleon won the next battle. But the Russians won instead and the treaty became another war casualty. It was here in Vilna, however, that Mr. Barlow took his revenge on Napoleon in his best poem, "Advice to a Raven," wherein the poet, as though interrogating himself, asks· "Black fool, why winter here?"

The end comes

By now, the French retreat had become a rout. Sixteen days after his arrival, Mr. Barlow, along with the court and the diplomatic corps, fled the city. Three weeks later, in the small village of Zarnowiec, Joel Barlow caught pneumonia and laid aside his poetry forever. He is there still, beneath a rotting marble marker.

And now, while we applaud the Polish people for their fortitude and press our own diplomatic efforts to preserve the idea of the Polish nation, we should recall that in Poland lies an American diplomat who died in harness.■



(Sketch by Alison Sommers)

Point of View

'U.S. has lacked a sophistication in commercial diplomacy'

Authors call for State-Commerce cooperation

By Richard L. McElheny
and Kenn S. George

Mr. McElheny is director general of the U.S. and Foreign Commercial Services in the Department of Commerce. Mr. George is deputy assistant secretary there for the two services. This article was prompted by one contributed to our October issue by James Tarrant, director of the Office of Business and Export Affairs, in State's Bureau of Economic and Business Affairs.

Mr. McElheny

Mr. George

THE UNITED STATES is in danger of losing its position as the world's leading commercial nation in the next two decades, according to Secretary of Commerce Malcolm Baldrige. Although the United States is still the world's leading exporter, our competitive edge has been slipping considerably in recent years.

For much of the postwar period, it has been commonly perceived that U.S. embassies have had little to offer in direct assistance to the American business community. The American industrial base, bolstered by the war effort, emerged from the war intact; markets for U.S. exports were virtually limitless; and the strong position of the dollar made American investments abroad extremely attractive. As such, the political and economic conditions of the postwar period enabled priorities of U.S. embassies to be placed on matters other than trade promotion or commercial diplomacy.

But the U.S. position in global markets began to deteriorate by the mid-1970s. As American trading partners began to reindustrialize, U.S. business began to feel the effects of an overvalued dollar and a trading system riddled with tariff and nontariff barriers operating against U.S. products. Despite the shifting of forces affecting American trade in the late 1960s and into the 1970s, U.S. policymakers were preoccupied with a war in Vietnam; they gave scant attention to the clamors by private industry that the U.S. position in global markets was being severely undermined. The American share of world markets in manufactured products had declined from 22% in 1962 to 14% in 1980. Fueling this development, U.S. laws, regulations, and policies were unduly hampering American exporters.

By the end of the 1970s, the writing covered the walls of Capitol Hill. The United States would now have to play catch-up with the rest of the world. A concerted effort by the U.S. Government and American business was initiated to develop institutions and policies to ensure that international trade matters would be accorded a higher priority in the operations of the Government in Washington and its posts abroad.

'A new mandate'

A new mandate was forged. Commercial affairs were accorded an equal footing with other U.S. Government priorities with the creation of the U.S. Foreign Commercial Service (FCS) under the Department of Commerce. Under the memorandum of understanding between the Departments of Commerce and State, the senior commercial officer was made a member of the U.S. ambassador's country team and given a direct reporting line to the deputy chief of mission. U.S. ambassadors, under the present administration, were directed to personally lead U.S. Government commercial efforts in posts overseas.

In the two years since its inception, the FCS has developed a specialized management framework to insure that a professional cadre of trade experts will emerge from the new Commerce service organization. Instituting a professional service from scratch, the FCS suffered the birth pains characteristic of any start-up organization. The Commerce management team, although admittedly handicapped by understaffing and budget constraints, was highly motivated and eager to implement the new FCS structure.

Early on, the paramount consideration was the institution of a refined recruitment and assessment process that would select the most highly qualified U.S. trade promotion experts available worldwide to constitute the FCS. Rather than fill the 162 officer positions allocated to the FCS at one time, a three-year phase-in sequence was agreed to by State and Commerce to enable Foreign Service officers (FSOs) previously handling commercial affairs to rotate into other assignments. Those FSOs interested in transferring to the FCS were given priority consideration in the first recruitment cycle. And, in fact, approximately 95% of those selected were highly-qualified, experienced officers from the Foreign Service. This first set of 50 FCS officers has been serving abroad for little over six months and will remain in the assignment for four to five years, almost tripling the effective previous assignment timeframe. Thus, while the FCS is now two years old, it still can be perceived by some as reflecting business as usual in two-thirds of the U.S. commercial posts abroad. Of the 67 countries designated for the Commerce Department services, in only 27 are there FCS-recruited officers.

Second recruitment phase

The second FCS recruiting cycle is now nearing completion. Over 1,000 applications were received (70% from the private sector) for fewer than 40 positions. As a result of this tremendously competitive recruitment campaign, the FCS will draw from a highly-qualified, experienced and talented group of professionals to man its mission abroad. The stringent criteria being used in the officer selection process will go a long way toward developing a professional Foreign Commercial Service. The foreign commercial officer will be a respected member of the U.S. embassy staff as his or her vast experience is demonstrated in the field.

In addition to the implementation of a sophisticated recruitment process, the U.S. and Foreign Commercial Services are currently developing an integrated performance appraisal system based on five critical elements of job content, incorporating commercial and general management criteria. This system, currently in operation in the U.S. field offices, will replace the State Department's efficiency report format currently utilized by the Foreign Commercial Service. The commercial services' innovative performance appraisal system has been selected by Harvard's Kennedy School of Public Management as its first case-example of a commercially-oriented performance-based management system in the Federal government. The system was recently highlighted before the interagency Task Force for Personnel Appraisal at the U.S. Office of Personnel Management, and before the meeting last March of the International Personnel Management Association.

Merger of U.S., overseas services

To further integrate the services of the Department of Commerce, the U.S. Commercial Service, with its 450-member professional staff in 47 U.S. domestic field offices, has been merged with the FCS under one management team. Under the new framework, the authors, both former businessmen, report directly to the under secretary for international trade, Lionel Olmer. The now-combined U.S. and Foreign Commercial Services constitute close to one-half the total personnel in Commerce's International Trade Administration and thus hold a heightened visibility within the Department. For the first time in its history, this nation will have a fully integrated service dedicated to assisting American industry expand its economic base at home and increase its share of the world marketplace.

The foreign commercial officers' skills and knowledge in key trade analyses areas such as commercial instruments, sources of financing, risk analysis and international marketing will be constantly upgraded through a training program. The officer's operations include promoting trade, facilitating U.S. investment, monitoring adherence by foreign governments to multilateral trade agreements, gathering commercial intelligence and analyzing local laws, regulations and practices that could affect market access and business conditions. With one of the primary constituents being the small and medium-sized business community, the commercial services professionals in the U.S. field organization will spend nearly 70% of their time in direct counseling sessions with American firms. The U.S. and Foreign Commercial Services are the front-line source in the United States and abroad for U.S. businessmen seeking to explore the benefits of exporting and investing overseas.

Serving U.S. companies

It is clear from trade developments over the past few decades that the United States has lacked a sophistication in commercial diplomacy and Government expertise in trade promotion activities. As we have witnessed in just the last few years, the competition is not relenting. Governments are finding ever more clever ways of protecting markets and promoting their business interests abroad. The competition dictates that every effort be made to develop a specialized but integrated team on which U.S. companies can rely as a resource. This is a mandate of the commercial services.

As James Tarrant correctly pointed out in his own article, there is a train gathering steam toward a cabinet-level Department of International Trade and Investment. As we move in that direction, whether such a department materializes or not, the U.S. Government must have a professional commercial service on which to depend. It is in the nation's best interest to discard the mindset dominating the postwar era and to fully support the development of a career commercial service. Despite this serious external challenge, too many hours are being wasted on unproductive discussions on where is the better home for the commercial services. That issue, as well as the determination of reporting lines and evaluation reports, was settled by the 1979 Trade Reorganization Act and the memorandum of understanding. It is imperative that historical perspectives be refashioned to view the entire mission as a team working with specialized parts in assisting U.S. commercial interests. In those countries with an FCS presence, no one nor any part works in a vacuum. It is not dissimilar to the changes that take place when a company grows from entrepreneurial management to professional management.

To confront the trading challenges of the 1980s, the professional commercial services are an essential strategic investment for the United States. As such, it is critical that our team work together toward fashioning an aggressive U.S. trading posture. The stakes are high. The United States cannot afford to let the rest of the world swallow up important global markets. Let there be no doubt in the minds of our world competitors that we have the resolve. Let's get on with the program.■

Education and Training

Schedule of courses at Foreign Service Institute

Program	*June*	*July*	*Aug.*	*Length of course*
Administrative training				
*Administrative CORE	14	6,26	—	3 weeks
General Services Operations	14	6,26	16	3 weeks
Personnel Laboratory	14	6,26	16	2 weeks
Budget and Financial Management	14	6,26	16	6 weeks
**Coping with Violence Abroad	1,7 14,21 28	6,12 19,26	2,9 16,23 30	2 days

**(Prerequisite before taking GSO, PER and B & F)*

***(This course used to be available on a walk-in basis. It is now required that you pre-register.)*

Program	*June*	*July*	*Aug.*	*Length of course*
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedure	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Economic and commercial training				
Advanced Economic Review Seminar	—	19	—	5 weeks
Foreign Service Economic/Commercial Studies	—	12	—	26 weeks
Contemporary Economic and Quantitative Analysis	—	19	—	5 weeks
Information Systems Manager Training	7	12	—	3 weeks
Senior Trade Expansion Seminar	—	—	4	3 days
Executive development				
Supervisory Studies Seminar	6	—	—	5 days
Deputy Chiefs of Mission Seminar (by invitation only)	20	—	—	10 days
Political training				
Foreign Affairs Interdepartmental Seminar	28	—	—	2 weeks
Intelligence and Foreign Policy	7	—	—	1 week
Analytic Reporting Skills	21	26	—	2 weeks
Orientation				
Orientation Program for Foreign Service Officers	23	—	18	6½ weeks
Orientation Program for Foreign Service Personnel	28	—	23	5 days
Departmental Officer Orientation Program	28	—	23	2 days
Foreign Service Secretarial Training	—	6	30	5 days
Departmental Clerical Orientation	14	19	9	4½ days
Clerical workshops				
*The Art of Dictation Workshop	11	—	27	4 hours
*The Art of Machine Transcription Workshop	11	—	27	4 hours
*Telephone Techniques Workshop	—	19	—	4 hours
**Self-paced, instructor-monitored*				
Secretarial skills				
Management Skills Seminar for Secretaries	—	21	—	21 /2 days (off-site)
Human Relations and Secretarial Office Procedures	14	—	—	8 days
Area studies				
Africa, Sub-Sahara	14	—	9	2 weeks
Western Europe	14	—	9	2 weeks
East Asia	14	—	9	2 weeks

—(Continued on next page)

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, DC 20520. Telephone: (202) 632-6575–6.

Secretary Haig

"Peace and Deterrence," Georgetown University's Center for Strategic and International Studies, Washington, April 6 (Current Policy No. 383).

Interview on "Meet the Press," March 28 (Current Policy No. 380).

East Asia and the Pacific

"Japan and the United States: A Cooperative Relationship," John H. Holdridge, assistant secretary for East Asian and Pacific affairs, Subcommittee on Asian and Pacific Affairs of the House Foreign Affairs Committee, March 1 (Current Policy No. 374).

Europe

"Trade of NATO with China, 1977–80," Lucie Kornei, Office of Analysis for Western Europe, Bureau of Intelligence and Research, November 30, 1981 (Special Report No. 93).

"Alliance Strategy and the INF Negotiations," Richard Burt, director of the Bureau of Politico-Military Affairs, before the Subcommittees on International Security and Scientific Affairs, and on Europe and the Middle East, of the House Committee on Foreign Affairs, February 23, 1982 (Current Policy No. 379).

Human rights

1981 human rights report, excerpted from country reports on human rights practices for 1981, a report from the Department to Congress, February 1982 (Bulletin reprint).

Inter-American affairs

Background on Caribbean Basin Initiative, Department Report, March 1982 (Special Report No. 97).

"Caribbean Basin Initiative in Perspective," Stephen W. Bosworth, deputy assistant secretary for inter-American affairs, Dallas World Affairs Council, March 11 (Current Policy No. 381).

"Cuban Support for Terrorism and Insurgency in the Western Hemisphere," Thomas O. Enders, assistant secretary for inter-American affairs, Subcommittee on Security and Terrorism of the Senate Judiciary Committee, March 12. →

—(Continued from preceding page)

Program	June	July	Aug.	Length of course
Eastern Europe and USSR	14	—	9	2 weeks
Latin America	14	—	9	2 weeks
Near East and North Africa	14	—	9	2 weeks
South Asia	14	—	9	2 weeks
Southeast Asia	14	—	9	2 weeks
Overseas Briefing Center				
Two-Week Family Workshop	1	12	—	2 weeks
Going Overseas	5,16	10,21	—	1 day
Language and advanced area courses				
Afrikaans	—	—	23	24 weeks
Amharic	—	—	23	24/44 weeks
Arabic (Eastern)	—	—	23	24 weeks
Arabic (Modern Standard)	—	—	23	44 weeks
Arabic (Western)	—	—	23	24/44 weeks
Arabic (Modern Standard) (Advanced in Tunis)	—	—	9	12/15 months
Bengali	—	—	23	24/44 weeks
Bulgarian	—	—	23	24/44 weeks
Burmese	—	—	23	24/44 weeks
Chinese (Standard)	—	—	23	24/44 weeks
Czech	—	—	23	24/44 weeks
Danish	—	—	23	24 weeks
Dari (Afghan Persian)	—	—	23	24/44 weeks
Dutch	—	—	23	24 weeks
Finnish	—	—	23	24/44 weeks
French	1,28	26	23	20 weeks
German	1	26	—	20 weeks
Greek	—	—	23	24/44 weeks
Hebrew	—	—	23	24/44 weeks
Hindi	—	—	23	24/44 weeks
Hungarian	—	—	23	24/44 weeks
Indonesian	—	—	23	32 weeks
Italian	1	26	—	20 weeks
Japanese	—	—	23	24/44 weeks
Japanese (advanced in Yokohama)	—	—	9	12/15 months
Korean	—	—	23	24/44 weeks
Lao	—	—	23	24/44 weeks
Norwegian	—	—	23	24 weeks
Pilipino	—	—	23	24/44 weeks
Polish	—	—	23	24/44 weeks
Portuguese	1	26	—	24 weeks
Romanian	—	—	23	24 weeks
Russian	—	—	23	24/47 weeks
Serbo-Croatian	—	—	23	24/44 weeks
Spanish	1,28	26	23	20 weeks
Swahili	—	—	23	24 weeks
Swedish	—	—	23	24 weeks
Tagalog (See Pilipino)				
Thai	—	—	23	24/44 weeks
Turkish	—	—	23	24/44 weeks
Urdu	—	—	23	24/44 weeks☐

Writing skills course for GS–4s and above

An intermediate course called English and Communication Skills will be offered by the Foreign Service Institute at State Annex 15, May 18–June 24, Tuesdays and Thursdays, 9–11:30 a.m. In addition to covering grammar, word usage, punctuation and vocabulary, the course will emphasize drafting general office correspondence.

Clerical employees at Grade GS–4 and above are eligible to apply. For information, call the Clerical Skills Division, 235–9404, or contact your bureau training officer. ☐

International economics

"U.S. Participation in the International Energy Agency," Ernest B. Johnston Jr., acting assistant secretary for economic and business affairs, Senate Committee on Energy and Natural Resources, February 4 (Current Policy No. 372).

"Trade and Investment, Atlas of U.S. Foreign Relations," April 1982 (Bulletin reprint).

"Development Assistance, Atlas of U.S. Foreign Relations," March 1982 (Bulletin reprint).

International security and economic cooperation program, fiscal year 1983, documents sent to Congress by Secretary Haig, March 2 (Special Report No. 99).

Near East and South Asia

"Chemical Warfare in Southeast Asia and Afghanistan," Report to Congress from Secretary Haig, March 22 (Special Report No. 98).

Science and technology

"International Communications and Information Objectives," James L. Buckley, under secretary for security assistance, science and technology, Congressional Leadership Group on International Communications of Georgetown University, Washington, March 4 (Current Policy No. 377).

Security assistance

"Security Assistance for FY 1983," James L. Buckley, under secretary for security assistance, science and technology, Subcommittee on Foreign Operations of the House Appropriations Committee, March 11 (Current Policy No. 378).

GIST

Afghanistan (2/82).
World Food Security (4/82).

Background Notes

Barbados (3/82).
Cyprus (4/82).
Ecuador (3/82).
Greece (3/82).
Italy (3/82).
Jamaica (3/82).
Panama (2/82).■

Library Services

Location: Room 3239 New State.

Collection: 750,000 volumes, 1,100 periodical titles.

Services:

—Loan of books, periodicals, and government documents.

—Assistance in finding information (legal, statistical, historical, biographical, etc.).

American Diplomacy 1782

A hollow offer of independence

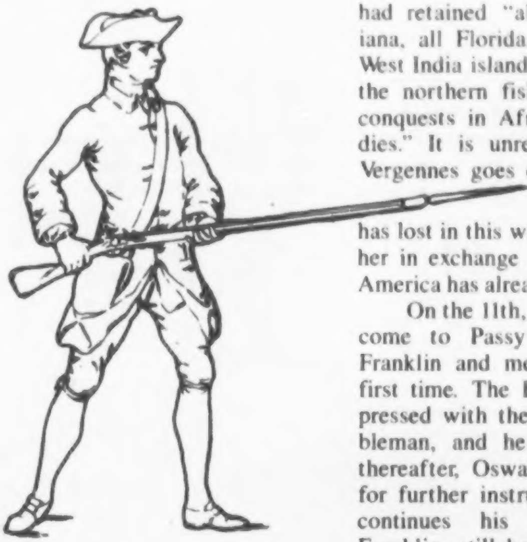
May 1782

By Jan K. Herman

MIDDLE SPRING finds General Washington planning a vigorous campaign against remaining British enclaves in America. Writing from his headquarters at Newburgh on the Hudson, he carefully details the strategy to be used to reduce the garrisons at Savannah and Charleston, to make the long-desired Canada an American possession, to drive the redcoats from New York and to grab Halifax and Bermuda. To capture the latter, Washington suggests that the invading American warships deceive the island's inhabitants by hoisting "British Colours as soon as they get in sight of land . . ."

The commander-in-chief refuses to be drawn into negotiations with Sir Guy Carleton, Sir Henry Clinton's replacement as chief commander of British forces in America. On the 28th, in a letter to the Comte de Rochambeau, Washington analyzes Carleton's motives as a conciliator. "These Ideas, pleasg [sic] as their first prospect might have been, are now I believe, beginning to be generally viewed in their proper Colours; as merely delusory and vain . . ." Congress, too, refuses to deal with Carleton, preferring to allow the commissioners in Paris to do the serious negotiating.

In Europe, Richard Oswald returns to Paris on the 4th with Lord Shelburne's response to Franklin's peace proposals. The secretary of state for colonial affairs reiterates Britain's desire for peace and informs Franklin that another agent, Thomas Grenville, will soon join Oswald. He also reports one positive step toward reconciliation; American POWs are about to be returned to America.



Oswald then shows Franklin a paper outlining the minutes of a recent cabinet meeting agreeing to a general peace and providing for American independence provided that "England be put into the same situation that she was left in by the peace of 1763."

Grenville arrives on the 8th and, the following day, Franklin and the two Englishmen meet with Vergennes. The French foreign minister seems genuinely amused by British views, particularly Grenville's proposal that Britain would grant American independence if France would return those British possessions it had captured in exchange for French territory taken by Britain. Vergennes comments that "the offer of giving independence to America amounted to little. 'America,' said he, 'does not ask it of you; there is Mr. Franklin, he will answer you as to that point.' " Franklin joins in, pointing out that America need not bargain for something that is already hers, "bought at the expense of much blood and treasure, and which we are in possession of." And as for Britain's proposal of returning to the status quo following the peace of 1763, Vergennes reminds his visitors that their nation, in that treaty, had retained "all Canada, all Louisiana, all Florida, Granada, and other West India islands, the greatest part of the northern fisheries, with all your conquests in Africa and the East Indies." It is unreasonable to assume, Vergennes goes on, that what Britain has lost in this war shall be restored to her in exchange for the independence America has already won.

(One of a series)

On the 11th, Oswald and Grenville come to Passy for breakfast with Franklin and meet Lafayette for the first time. The Englishmen seem impressed with the youthful French nobleman, and he with them. Shortly thereafter, Oswald returns to London for further instructions and Grenville continues his conversations with Franklin, still hoping to convince the old diplomat to abandon the French alliance in exchange for an early treaty.

On the 26th, Grenville visits Franklin again and reports that he has been given "full powers in form to treat for peace with France and her allies . . ." He also lends the American a copy of the London Gazette, containing accounts of Admiral Rodney's victory over De Grasse in the West Indies last month.

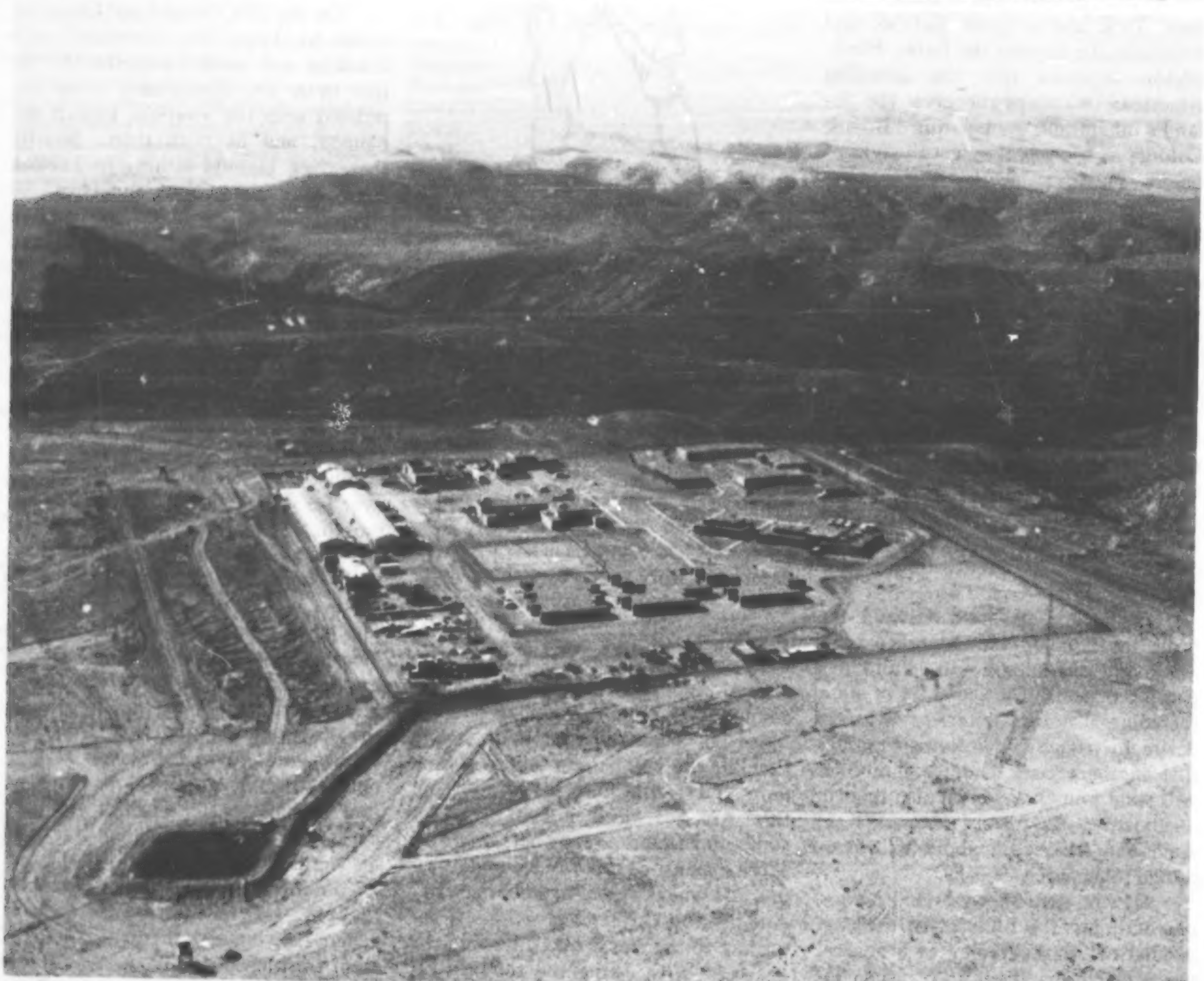
The following day, Franklin dines with Count d'Estaing and some of his brother naval officers. The French defeat casts a pall over the assemblage, but the American intervenes with his usual philosophical cheerfulness. "I mentioned, by way of encouragement, the observation of the Turkish bashaw who was taken with his fleet at Leponto by the Venetians. 'Ships,' says he, 'are like my master's beard; you may cut it, but it will grow again. . . .' And his words proved true."

Yet, for all his optimism, Franklin realizes that the Caribbean disaster cannot help but give the British government fresh encouragement and a much strengthened negotiating position. ■

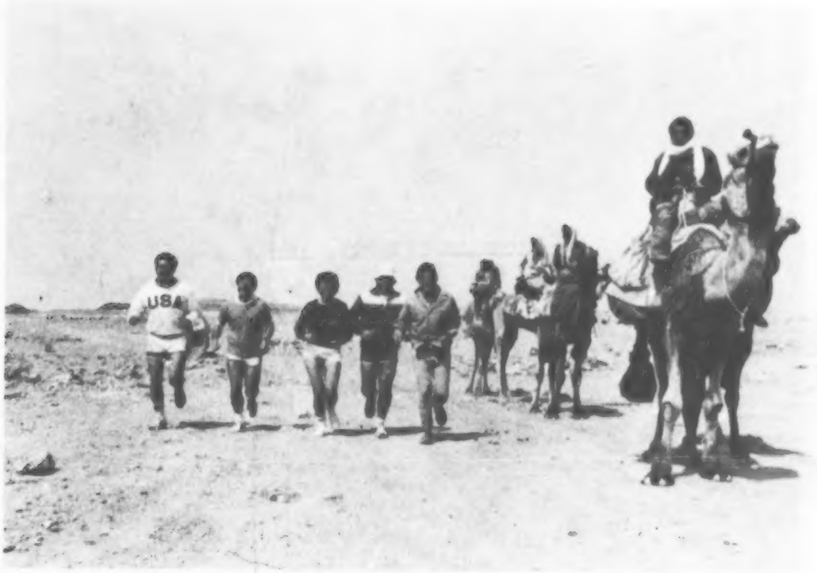
Post of the Month: Sinai Field Mission

WITH THE RETURN of the Sinai peninsula to Egypt on April 25, in accordance with the Israeli-Egyptian peace treaty, this desert post is preparing to close down next month—after six years of lonely peacekeeping operations. The mission's base camp is on a 2,200-foot plateau, some three-and-a-half hours by car from Cairo, an hour more from Tel Aviv. Its verification inspection operations were to be taken over by a new entity, the Multinational Force and Observers, which some of the mission members are joining.

Mission director *Frank Trinka* discusses inspection report with secretary *Ruth Fox*. *(Photo by Duane Smith)*



The base camp, looking southwest.

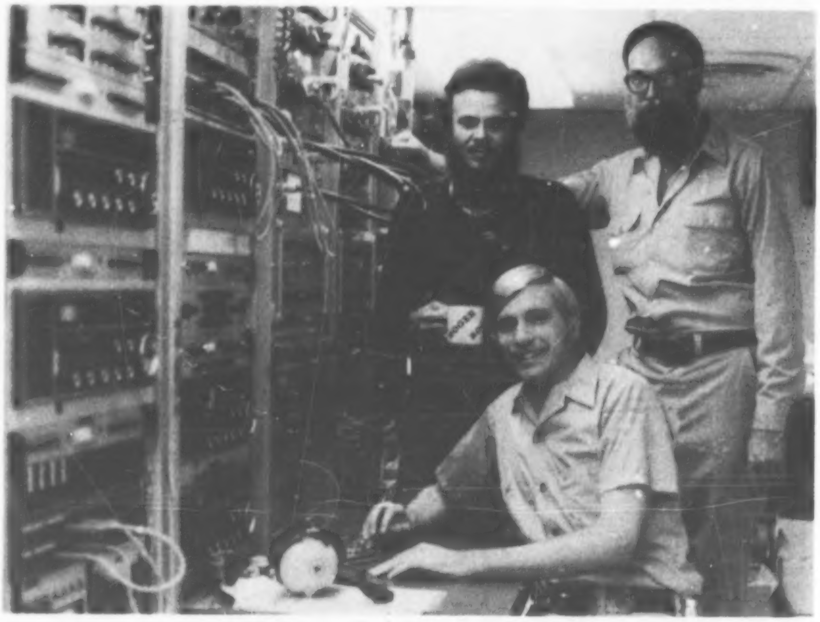


Camel riders yield to joggers near the camp. Left to right: Deputy director *Bob Fouche*, pilot *Paul Reihle*, administrative assistant *Stephanie Ewasko*, helicopter mechanics *P.J. Clark* and *Derrick Caldwell*. Bedouins are on the camels. *(Photo by Duane Smith)*

Communicator *Swain Britt* at the wheel of a destroyed army truck, from the 1967 war. *(Photo by Swain Britt)*

At Ismailia, the chief of operations, *Bob Hare*, waits for ship traffic to stop in the Suez Canal prior to boarding vehicle ferry to Sinai. *(Photo by Gwen Coronway)*

Bob Vandergrift monitoring position of aircraft by long-range high frequency radio. *(Photo by Duane Smith)*



Left to right are communicators *Roger Cohen, Jim Norton, Swain Britt. (Photo by Swain Britt)*

Boarding helicopter for inspection mission. Left to right: Observer/adviser *Bob Vandergrift* and liaison officer *Cliff Mecklenburg. (Photo by Duane Smith)*

Communicator *Jim Norton* with bedouin boy. *(Photo by Swain Britt)*

"Ship's cook" *Bernie Loftin*, left, and *Larry LaLoggia*, security guard. *(Photo by Duane Smith)*

Director's secretary *Ruth Fox* and administrative assistant *Jessica Deitchman* cool off in the "swimming pool." *(Photo by Swain Britt)*

Several bedouin families live in tents near the camp. Liaison officer *Warren Rush* and *Ruth Fox*, secretary, meet bedouin father and son. *(Photo by Duane Smith)*■

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in* STATE. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.

Q.

AFRICA

While posted in West Africa, I contracted a case of hepatitis. I was three months pregnant with my second child. I realize that I cannot donate blood because of the disease. My question concerns my daughter born of that pregnancy. Does she retain immunity to hepatitis as a result? Will she be able to be a blood donor?

A.

You did not say which of the three presently known types of hepatitis you had during your pregnancy. If it was the most common variety, hepatitis A (formerly called infectious hepatitis), your child could have acquired antibodies of this type transplacentally. But these antibodies usually disappear by age 6 to 9 months, and the child would then be susceptible to contracting hepatitis A. If you had the much less common hepatitis B (formerly known as serum hepatitis), it's quite possible that your child may have acquired the hepatitis B antigen carrier state. This may persist for prolonged, and perhaps indefinite, periods. The long-range effect of persistent carriage of antigen in the child's blood and development of possible chronic hepatitis remains uncertain. Carriers of hepatitis B antigen should not donate blood. You should know that my staff is instituting a program of screening for serological evidence of hepatitis immunity and the carrier state. I recommend that you and your daughter have this test done either in the Office of Medical Services or by having serum sent to our laboratory in order to definitively determine your hepatitis status.

Q.

WESTERN EUROPE

We're going on home leave in midsummer but don't have our travel orders yet. Do we have to have our physicals in Washington, or can we have them at post when our orders arrive?

A.

You should start now, at post, to have your physical examinations carried out. You don't need orders in order to begin this processing. In fact, you should start several months in advance of your departure date so repeat tests can be done, if needed, and all of the test and examination results can be properly assembled for forwarding to our Clearance Department. The papers should be sent to us at least a month before your departure from post. If this can't be done, be sure to indicate your home leave address on the medical forms, and have the documents forwarded to us as expeditiously as possible.

Q.

ASIA

Our four-year-old daughter has had several episodes of tonsillitis during the past two years. Although it cleared up quickly with antibiotics, the ear, nose and throat specialist at our regional medical center strongly recommended that she have her tonsils and adenoids removed. But our regional medical officer and embassy nurse were equally emphatic that our daughter not have the operation. Please tell me when you think this operation should be done.

A.

The present generation of Americans are much less likely to have tonsillectomies and adenoidectomies (T&A) than their parents' generation. When I was a child, the majority of my peers had their tonsils and adenoids removed routinely. In recent years, the medical profession has learned more about the value of tonsillar and adenoidal tissue in the body's immune system. We now carefully weigh the risks and benefits of T&A surgery. Although there is still some difference of opinion about the indications for tonsillectomy, I would be inclined to use the five criteria promulgated by the American Academy of Pediatrics. The presence of any one of the following conditions, in most cases, justifies a T&A: (1) History of a peritonsillar abscess (a severe infection around the tonsil with resultant swelling that can obstruct breathing). (2) Four or more episodes of tonsillitis, with enlargement of the lymph nodes on the front of the neck, during the preceding year. (3) Sufficient enlargement of the adenoids (lymphoid tissue on the back of the throat) to produce mouth breathing. (4) Hearing loss due to middle-ear infection, or four or more middle-ear infections during the preceding year. (This is only an indication for removing the adenoids.) (5) An enlargement of the tonsils and adenoids sufficient to cause obstruction of the upper breathing passages, leading to interference with the flow of blood through the lungs (pulmonary hypertension) . . . So in essence, to answer your question, I would avoid surgery even if your daughter should have one or two more tonsillitis episodes in the next few years. Prompt throat cultures and treatment for a full 10 days with the correct antibiotic will ensure her full recovery and avoid the risks of surgery.

Q.

CARIBBEAN

What actually happens to cause a heart attack? In layman's terms, please.

A.

The usual cause is a slow process called "atherosclerosis," which is a gradual build-up of fatty deposits along the inner walls of the arteries of the heart. A good analogy is accumulation of lime deposits in a water pipe. Like the lime, the fat building up inside the blood vessels gradually narrows the passageway, and so it reduces the flow of blood carrying oxygen to heart muscle. At a certain point, the blood flow ceases due to an obstruction—and the result is a heart attack. The value of understanding what happens during a heart attack is knowing how to prevent or slow down the process of atherosclerosis. High blood pressure, a diet high in cholesterol and saturated fats, and cigarette smoking are important risk factors. Daily stress, obesity and lack of regular exercise also can work to your disadvantage. Fortunately, most of these risk factors can be modified or corrected to reduce the risk of heart attack.

Q.

WEST AFRICA

A shipment of peanuts from this country was rejected for import by some European countries because they were contaminated by aflatoxin. When we purchase peanuts in our local markets, is there a special way to roast or prepare them so they are safe? Why is aflatoxin dangerous?

A.

Aflatoxin is a toxic substance produced by a mold that can grow on certain ground nut seedlings and other foodstuffs, often during the storage process, because of high humidity and heat which favor mold growth. The aflatoxin mold can be associated with peanuts and other agricultural products such as ground and tree nuts, rice, wheat, corn and other grains. Medical evidence suggests that long-term chronic exposure to aflatoxin may result in hepatoma, a type of liver cancer. Since aflatoxin cannot be removed by cooking or roasting (in or out of the shell), I suggest that you avoid purchasing the suspect peanuts unless safety can be assured. At the present, there is no method currently approved by the Food and Drug Administration for decontamination.

Q.

WASHINGTON

What are the symptoms of a dying tooth?

A.

Our dental consultants were queried in response to your question. A dying tooth, they state, may be accompanied by severe symptoms or no symptoms at all. Normally, the tooth will become increasingly painful, especially when exposed to hot liquids and food, or to pressure during the chewing process. Painful reaction to cold drinks and food also can occur—but pain to cold stimulus is very common to teeth that are healthy, so this symptom cannot be relied on to indicate a dying or diseased tooth. □

Dr. Korcak's health hints

One of the many risk factors for hypertension includes a high salt intake. While salt is everywhere in our culture, this taste for salt was acquired rather late in human evolution with the invention of agriculture, the cessation of nomadic life and the storage of surplus food through use of salt as a preservative. Probably the majority of us lack the genetic mechanism to excrete a sizeable excess of salt day after day for years and still keep a low-normal blood pressure.

Other risk factors include a high-normal blood pressure, overweight, heavy consumption of alcoholic beverages and a family history of high blood pressure. In addition, sex, age and race entail significant risk factors. Black people are twice as likely as whites to have high blood pressure, and are seven times more likely to die from it. In young adulthood, men are more likely to suffer from hypertension than women, although women close the gap later in life.

Here's a little quiz about the hidden sources of salt in our diets. Which has more salt? The answers may surprise you.

1. One stalk of raw celery or a half-pound of raw cucumber.
2. One 12-oz. beer or a cup of beef bouillon.
3. One cup of all-purpose flour or a cup of self-rising flour.
4. One oz. of All-Bran cereal or 1 oz. of potato chips.
5. 8 oz. of sirloin steak or 8 oz. of corned beef.
6. One lb. of salted butter or one lb. of salted margarine.
7. Pancake mix or pancakes made from scratch.
8. A half-cup of roasted, salted cashew nuts or an 8-oz. can of tomato soup.
9. Fresh mushrooms or canned mushrooms.
10. A half-cup of chocolate instant pudding or 1 oz. of pretzels.

Answers:

1. The stalk of celery (50 mg. sodium) has more salt than the much larger quantity of cucumbers (14 mg.).
2. The bouillon cube has the beer beat hands down, with 960 mg. to the beer's 25 mg.
3. Self-rising flour has 1,566 mg. of sodium per cup to 2 mg. in all-purpose flour.
4. All-Bran has more (370 mg.) than the potato chips (283 mg.), but the All-Bran contains far more nutrients than potato chips.
5. Corned beef is a thirst-provoking 3950 mg., compared with 136 for the sirloin.
6. The margarine is saltier, at 140 mg., than butter, at 117 mg., but butter is higher in cholesterol and saturated fats than margarine.
7. Processing adds sodium. One cup of the mix has 2623 mg. sodium. If

no salt is added to homemade pancakes, the sodium content will be minimal.

8. The cup of tomato soup has 970 mg., while the cashews have only 140. Eat them unsalted for only 11 mg.

9. Eat your mushrooms fresh for 15 mg. salt to a half-cup, rather than canned for 400 mg. to a half-cup.

10. Are you ready for this? The chocolate pudding wins (486 mg. to 476 mg.). Shows you can't tell the players in a low-sodium diet without a scorecard. ☐

Alcohol Awareness Program

'Where there was nothing but despair, there is now hope'

The following letter from the wife of an alcoholic shows what Al-Anon can do for you:

Administrator
Alcohol Awareness Program
Department of State

DEAR SIR:

This is a letter of appreciation—a very small token to express my deep gratitude to your division for sponsoring an Al-Anon meeting during the noon hour in New State.

In State, AID, and USIA there must be a great many people like I used to be, sitting behind their desks and their typewriters, carrying out their various functions, seemingly like their co-workers. But with what a difference! Underneath their facade of simulated normalcy, their hearts are heavy and their minds only partially engaged in their tasks. Like me, they live with a problem drinker. Unlike me, however, they haven't yet found Al-Anon and they don't know how to cope with the myriad problems generated by alcohol abuse.

My husband did not seek help and was eventually retired from the Foreign Service because of medical problems relating to his alcoholism. I went to work to assure that the children received their education. I remember only too well the fear constantly nagging me when I thought of my children at home with a drunken father who was by turns overly jolly or deeply depressed; sweet-tempered or cruelly critical; lovingly interested or utterly rejecting; and always embarrassing to them when, on increasingly rare occasions, they had the courage to bring home a friend.

KISS
A NON-SMOKER
& TASTE THE
DIFFERENCE

QUITO, Ecuador—Administrative officer *William A. Hyde* presents T-shirt to *Jan Irwin*, family coordinator. She earned the shirt (supplied by nurse Etta Thurmond) by abstaining from cigarettes for four weeks. *(Photo by René Vasco)*

There was also the ever-present fear that he might start a fire at home, wreck the car or injure others, run the phone bill up into three figures, embarrass us at the bank by writing short checks or take his retirement check and disappear for a protracted "bender" leaving us poorly provided for. There were so many, many fears preying on my mind—not the least of which was the prospect of returning home in the evening after my work was done at the office. I would stand before the door to our apartment with a knot in my stomach which approached a feeling of physical illness. Sometimes it seemed to take superhuman strength to open that door and begin another night in the battleground which was my home.

I was bound and paralyzed by fear and uncertainty, completely confused as to what I could or should do. My mind was constantly wrestling with the idea that somewhere, somehow, there was something I could do to make him see the light and quit drinking. I begged, pleaded, threatened, scolded, beseeched, reasoned; got him to go to a marriage counselor with me, and to a psychiatrist—all to no avail. His love affair with the bottle just got stronger and stronger. He was able to escape life's tribulations by entering his alcoholic nirvana, while I was fast becoming a candidate for a mental institution.

When I finally learned about Al-Anon, I wanted to give it a try, but I couldn't go at night when the local meetings were held. The children needed me and I was not brave enough to face my husband's jealous, possessive wrath were I to try to go out at night. It was a great day for me, therefore, when the bulletin arrived in my office telling me that if I couldn't go to

Al-Anon, Al-Anon would come to me right here in New State.

Problems aplenty I still have. But in the friendly group of men and women who share their experience, strength and hope with me in the Al-Anon meeting, I am finding ways of meeting these problems. My whole outlook on life and my attitude toward my husband have changed. Where there was nothing but despair, there is now hope. I am learning to cope. And, most wonderful of all, as the result of my changed attitudes, his attitudes have changed, too. He's now attending AA and things are looking up!

Again, many, many thanks. I just don't know what I would have done without you.

Sincerely,

"GRATEFUL WIFE"

Give yourself a break. Through the Al-Anon program, you can discover how to live peacefully with the problems generated by alcohol abuse. For meeting times and place, or any help you may need, call the Alcohol Awareness Program, (202) 632-1843 or 632-8804.☐

Federal employee health benefits

The following articles were prepared by Personnel's Office of Employee Relations. The first answers questions on comprehensive medical plans, which are among several major plans under the Federal Employees Health Benefits Program. Information and brochures on the plans have been sent to personnel officers at overseas posts.

Comprehensive medical plans, also known as health maintenance organization plans, are an alternative to conventional health insurance. The main difference is that the comprehensive plans deliver health care services, in addition to providing coverage. These comprehensive plans are generally open to employees who live in the geographic area served by such a plan, as described in that plan's brochure.

An employee who is eligible to enroll in the Federal Employees Health Benefits program and who lives in the geographic area served by a comprehensive plan may enroll in that plan. To claim the *full* benefits, the individual must be physically in the area served by the plan. He or she must also receive care from the plan's physicians at the plan's facilities. This does not apply in emergencies, or when the individual is referred to another physician or facility by the comprehensive plan's staff member.

But a person who travels out of the area served by his or her plan—whether because of work, a vacation or for any other reason—will receive *only* reimbursement for emergency care. The same applies to a person who moves out of the area served by his or her plan—for example, a separated spouse, a person who attends school out of the area, or any other person who is *not* actually in the area served by his or her comprehensive plan. Employees should read the plan brochure carefully for additional information.

* * *

This article discusses procedures for converting from coverage under the Federal Employees Health Benefits Program to nongroup coverage.

—Converting to a nongroup contract.—When an enrollee's coverage in the Federal Employees Health Benefits Program terminates, he or she should receive a form (SF-2810), entitled "Notice of Change in Health Benefits Enrollment," from either the post personnel office or the enrollee's executive office. If the enrollee wishes to apply for a conversion contract, he or she must fill out the reverse side of the form and send it, as soon as possible, to the nearest office of the program in which he or she is enrolled. The addresses are listed in the plan's brochure.

When the coverage of a family member terminates, the family member does *not* receive that form. Therefore, if he or she wishes to convert the health benefits plan to a nongroup contract, the enrollee or the family member must write a letter to the carrier as soon as possible after termination of the family member's coverage. The letter should give the reason for the termination of the coverage. It should also explain that the family member wants to convert to a nongroup contract. The enrollee or family member must apply for—and pay the first premium—for this conversion contract *within 31 days* after the termination.

—Temporary extension of coverage.—In most cases there is a 31-day temporary extension after coverage in the program terminates. However, in some cases—such as when the person is in the hospital on the 31st day after his or her coverage ends—the coverage can be extended beyond the 31st day. If an employee or family member is confined in the hospital on the 31st day, benefits would continue during this confinement, up to a maximum of 60 more days.

During the period of extended temporary coverage, the plan continues to pay benefits under the contract. However, it does not honor claims which may be submitted under the nongroup contract. Extensions of coverage in the program are without cost, either to the enrollee or to the family member.

—Effective date of the conversion contract.—The conversion contract becomes effective on the 32d day after the person's coverage in the program terminates.

—Eligibility to convert Federal Employees Health Benefits program coverage to nongroup coverage.—Generally, a person who is covered by the program can convert to an individual nongroup contract when eligibility for coverage under the group contract terminates. However, this eligibility does not apply when the person cancels his enrollment, or changes that enrollment from self and family to self-only.

A family member is eligible to convert to a nongroup contract when the enrollment in the program terminates for any reason, except voluntary cancellation. A family member also is eligible to convert to a nongroup contract when a family member's status changes—for example, on the effective date of an annulment or a final divorce decree; on the day when a child under 22 marries or attains the age of 22; or, if the child is over 22 and incapable of self-support, on the day that he or she marries or becomes capable of self-support.

COTONOU, Benin—Charge d'affaires *James R. Bullington* presents letter of appreciation and cash award to *Nicole Akiyo*, registered nurse, for services during a difficult medical case and evacuation.

—Conversion contracts offered by Federal Employee Health Benefit plans.—A few plans which participate in the program offer conversion coverage and rates which are comparable to those offered through group contracts. For example, some comprehensive plans, which set benefits and rates for the entire community, rather than for special participating groups, offer conversion contracts almost identical to their group contracts, at approximately the same costs. However, no one who converts to a nongroup contract will receive a Government contribution toward the cost of the premiums.

Some plans offer less benefits in their conversion contracts. These reduced benefits may or may not be matched by reduced costs. Therefore, employees should consider the benefits and the cost of the conversion contract offered by his or her plan, or by the plan in which he or she wishes to enroll.

Employees interested in converting to a nongroup contract should contact the local carrier office of his or her plan for information about benefits and costs.■

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U.S.A.

LEGAL ADVISER'S OFFICE—At signing of double taxation treaty, from left: *Jeanette Fincher*, chief, Analysis and Documentation Branch; Moroccan chargé d'affaires *Mohammed Benjelloun*; U.S. Ambassador *Joseph Verner Reed Jr.*; *Genevieve Bell*, treaty depository officer.

Norton, Patrick M., Office of the Legal Adviser
Oshiro, Violet Akemi, Passport Office, Boston
Piansay, Nerissa R., Office of Communications
Piedra, Alberto Martinez, Inter-American Affairs, U.S. Mission to the Organization of American States
Plank, Jayne H., Public Affairs
Popovich, Patricia Ann, Office of Civil Service Career Development and Assignments
Rearden, Diedre, Passport Office, Philadelphia
Ringenary, Theresa J., Passport Office, Philadelphia
Roach, Dianna L., Passport Office, Seattle
Ryll, Patricia T., U.S. Mission to the Organization of American States
Scott, Kim V., Passport Office, Philadelphia
Sims, Kathleen M., Passport Office, Seattle
Smarr, Wanda J., Administrative and Clerical Pool
Smith, Gloria A., Administrative and Clerical Pool
Stewart, Joy C., Passport Operations, Records Branch
Suchwalko, John H., Passport Office, Boston
Taylor, Roxanne E., Passport Office, Boston
Thigpen, George H., Classification/Declassification Center
Todd Jr., Walter M., Passport Office, Los Angeles
Townsend, Craig Alan, Passport Office, Washington
Townsend, Lewis R., Classification/Declassification Center
Turner, Maria, Foreign Service Institute
Tuten, June Maria, Office of Communications
Ward, William Walter, Despatch Agency, Baltimore
Watkins, Ruby Thomas, Administrative and Clerical Pool
West, Mary Beth, Office of the Assistant Legal Adviser, Economic and Business Affairs
Williams, Cheryl Demetrius, Office of the Comptroller, Financial Operations
Wilson, Gwendolyn Viola, Passport Office, Miami
Yogi, Linda Emiko, Passport Office, Honolulu

Reassignments

Bilbo, Janet L., Egyptian Affairs to Intelligence and Research
Coles, Shelly W., Economic and Business Affairs, Textiles Division to Economic and Business Affairs, Office of East-West Trade
Dement, Terryleen K., East Asian and Pacific Affairs to Pacific Island Affairs
Florence, Richard E., Facilities Management and Administrative Services, Graphic Branch to Facilities Management and Administrative Services, Project Analysis and Operations Staff
Hairston, Michelle Candia, Office of the Comptroller, Allotment Accounting to Office of the Comptroller, Data Input and Control Staff
Jackson, Gregory O., Economic and Business Affairs to Office of the Comptroller, Travel Claims Section
Jeter Jr., R. Lee, Executive Secretariat to Office of the Under Secretary for Political Affairs
Krucelyak, Deborah E., Economic and Business Affairs, International Economic

Policy to Economic and Business Affairs, Industrial and Strategic Material Division

Leonard, Shirley L., Office of Security, Technical Services Division, to Intelligence and Research

Marable, James B., Office of the Comptroller, Financial Operations to Foreign Service Institute

Martin, Barbara A., Politico-Military Affairs to East Asian and Pacific Affairs, Office of Regional Affairs

McCarron, Bernadette M., Office of the Secretary to International Organization Affairs, United Nations Policy

Meaker Joseph, Gail Irene, Passport Office, Stamford to Passport Office, Washington

Meaney, Michael J., Administrative and Clerical Pool to Visa Operations

Miller, Jeffrey D., Bureau of Personnel, Office of Management to Consular Affairs

Murphy, Maureen A., Foreign Buildings Office to Public Affairs, Office of Public Communication

Orndorff, Janet R., Consular Affairs to Bureau of Personnel, Office of General Recruitment

Pollard, Barbara A., Foreign Affairs Information Management Center to Foreign Buildings Office

Ponting Jr., Harry T., Central American Affairs to Intelligence and Research, Middle America-Carribean Division

Prince, Harry Gene, Office of the Legal Adviser to Office of the Assistant Legal Adviser for Near Eastern and South Asian Affairs

Sherrill, Edna B., Audio/Visual Services to Inter-African Affairs

Silva, John Christian, Bureau of Personnel, Office of Management to Information Systems Office, Systems Design and Programming

Stevens, Felicia Anne, Economic and Business Affairs, Textiles Division to European Affairs

Thomas, Bradford L., Intelligence and Research, Intelligence Coordination to Intelligence and Research, Maps and Publications

Thomas, Margaret Ann, Office of the Comptroller, Financial Operations to Facilities Management and Administrative Services

Thomason, Wanda L., Bureau of Personnel, Retirement Divison to Bureau of Administration, Personnel Management Division

Thompson, Benay M., Consular Affairs to Public Affairs, Historian's Office

Whitman, Torrey Stephen, Civil Service Career Development and Assignments to International Organization Affairs, Office of UN System Coordination

Young, William E., Office of the Comptroller, Financial Operations, Travel Claims Section to Office of the Comptroller, Financial Operations, Payroll Section

Resignations

Alleva, Louis C., Public Affairs, Office of Public Communication

Bayard, Christopher S., Visa Operations

Beacham, Lisa Ann, Consular Affairs

Blandford, Kristin A., East Asian and Pacific Affairs

Bolka, Kim A., Visa Operations

Brooks, Ann E., Office of the Under Secretary for Management

Broyles, Susan M., Near Eastern and South Asian Affairs

Burr, Jewett Millard, Intelligence and Research

Carlisle, Edwin Richard, Foreign Service Institute

Castellana, Althea D., U.S. Mission to the United Nations

Coates, Monique Marie, Refugee Programs

Coontz, Constance Patricia, Overseas Citizens Services, Emergency Center

Daniels, Verlinda K., Passport Office, Chicago

De-Rivas, Juan Rafael, Foreign Service Institute

Deaner, Louis N., Passport Office, Washington

Dunlap, Julie Ann, Refugee Programs

Englund, Jodee Lynne, Passport Office, Seattle

Ennis, Cynthia B., European Affairs

Federing, Eric K., Human Rights and Humanitarian Affairs

Felder, Corlis B., Public Affairs

Garkusha, George, Foreign Service Institute

Hebenstreit, Maria L., Office of Facilities Management and Administrative Services, Bindery Unit

Huang, Pamela Diane, Bureau of Personnel, Office of Management

James, Judy K., Passport Office, Los Angeles

Jefferson III, William J., Foreign Affairs Information Management, Publishing Services

Koba, June Ayako, Passport Office, Los Angeles

Krainz, Sherman J., Passport Operations, Records Branch

Lane, Bruce S., Medical Services

Limpouch, Teresa Edith, Office of Facilities Management and Administrative Services

Link, Andrea Veronica, Visa Operations

Mackell, Christine X., Congressional Relations

Maddrey, Lee A., Executive Secretariat

Mazur, Patricia A., Executive Secretariat

McGowan, Janice M., Executive Secretariat

McShane, Peggy C., European Affairs

Menter, Timothy Sanford, Foreign Affairs Information Management Center

Neet, Miriam, Politico-Military Affairs

Outlaw, Emma M., Passport Office, New York

Padovano, Kathleen M. A., Office of the Legal Adviser

Peterson, Eric Martin, East Asian and Pacific Affairs

Richey, Susan A., Politico-Military Affairs

Ricks, James M., Executive Secretariat

Rollins, Leslie Ann, Passport Office, Los Angeles

Rowzee, Jeanne M., International Organization Affairs

Rudinsky, Helen Ann, Despatch Agency, San Francisco

Sherry, Anne-Marie, Human Rights and Humanitarian Affairs

Shubrooks, Shell R., International Organization Affairs

Sloan, Robert Daniel, Office of the Assistant Legal Adviser, Politico-Military Affairs

Slye, Theresa Ann, Passport Operations, Records Branch

Swanson, Rosa L., Passport Operations, Records Branch

Weaver, Michael Lawrence, Foreign Affairs Information Management Center

Weirick, Leslie Ann, Congressional Relations

Williams, Marvin Leonard, Consular Affairs

Zettle, Randall Jay, Passport Operations, Records Branch

Zitomer, Glenda J., Passport Office, Houston

Retirements

Camozzi, Ursuline M., Passport Office, San Francisco

Greve, Doris J., Office of the Comptroller, Financial Operations

Hall, Calvin C., Foreign Affairs Information Management Center

Kumock, Florence Ruth, Passport Office, New York

Mynsberge, Maurice, Communications Center

Noonan, Winifred R., Office of Facilities Management and Administrative Services, General Services Division

Thomas, Yvonne M., Inter-American Affairs □

Text is available

The U.S. Office of Personnel Management has issued interim regulations on the elimination of free health benefits during nonpay status. The complete text is available for review in the Office of Civil Service Career Development and Assignments, Room 2429, New State.■

Personnel: Foreign Service

Appointments

Brown, Keith L., Maseru
Buflo, J. Leonard, East Asian and Pacific Affairs
Casey Jr., William R., Niamey
Dailey, Peter Heath, Dublin
Eckert, Fred J., Suva
Freeman, Constance Jane, Training Complement
Fudge, Julie Ann, Guayaquil
Harrington, Maritza L., Santiago
Mansfield, Amelia C., Mexico
McIlvaine, Stevenson, Bureau of Personnel
Monk, Rose Marie, Bridgetown
Nickel, Herman W., Pretoria
Seldowitz, Stuart M., Training Complement
Smith, Susan P., Kinshasa
Smyth, Janice S., Baghdad
Theberge, James D., Santiago

Transfers

Arnold, Elizabeth M., East Asian and Pacific Affairs to Manila
Ashby, Holly Hamachek, Quito to Copenhagen
Astalos, Margaret S., Bucharest to European Affairs
Bailey, Eugene C., Bonn to Foreign Service Institute
Balsitis, James E., Communications Security Division to Naples
Barrett, Christopher B., Bonn to Dar es Salaam
Belk, William E., Canberra to Medical Complement
Bialecki, Paul A., Lilongwe to Port Louis
Bloom, Marcia S., Junior Officer Corps to Bamako
Bodde, William, Jr., Suva to Intergovernmental Assignment
Bohnet, Dwight D., Cairo to Port Louis
Boyton, Alice F., Office of Communications to Tunis
Britt, Swain A., Sinai Field Mission to U.S. Mission to Geneva
Burlison, Marilyn E., Mexico to Brussels
Bush, Edgar J., Athens to Office of Communications
Campbell, Charles M., Guatemala to Inter-American Affairs
Carter, Lee M., Guayaquil to Inter-American Affairs
Chapman, Christian A., Paris to European Affairs
Chumley, Lana C., Managua to Foreign Service Institute
Clark, Marjorie W., Mexico to U.S. Mission to Geneva
Coller, Sharlotte A., Seoul to Moscow
Connuck, Bruce E., Foreign Service Institute, Language Training to Ankara
Conyngham, Carole B., Foreign Service Institute to Bangkok
Cooke, Edwin F., East Asian and Pacific Affairs to Surabaya
Curtis, Allison S., Austria to Abu Dhabi
De Pierre-Hollowell, Daria, Naples to Tijuana
Deibler, Roy A., Ankara to Khartoum
Dettor, David H., Manila to Office of Communications
Dickason, H. Richard, Greece to Office of Communications
Drake, Harold A., Malaysia to Athens
Dugger, Laurie Tracy, Foreign Service Institute to San Salvador
Duncan, Eric N., London to Cairo
Elsea, Sharon L., Ankara to European Affairs
Falkner, William Robert, U.S. Mission to United Nations to Madrid
Fenn, Margaret F., Foreign Service Institute to Guangzhou
Ferren, Malvin B., Rio de Janeiro to Office of Communications
Ford, Janet A., Guangzhou to St. Johns
Ford, William W., Georgetown to Rome
Fretz, Robert L., Port Moresby to Operations Center
Gathers, S. Kathryn, Madrid to Algiers
Glitman, Maynard W., Brussels to Geneva
Goeckermann, Robert H., Madrid to Oceans and International Environmental and Scientific Affairs
Goodgion, Douglas J., Port Louis to The Hague
Hansen, Ruth G., Office of Foreign Service Career Development and Assignments to Mexico
Harlow, William N., Buenos Aires to Berlin
Hartman, Shirley Marie, Lima to Economic and Business Affairs, Office of Commercial Affairs
Hodges, Emily P., Toronto to Bangkok
Hofmeister, Ruth G., Berlin to European Affairs
Holmes, J. Anthony, Cairo to Damascus
Howard, Linda S., Montevideo to Beijing
Irizarri, Wilfrido L., Lubumbashi to Bangkok
Johnson, Sterling, Lima to Office of Fish-

HONOLULU
WASH
LONDON & GMT
CAIRO
MOSCOW

FOREIGN SERVICE INSTITUTE—Graduates of the Foreign Service secretarial training class tour the Department's Operation Center with *Ross Benson*, operations specialist officer. From left: *Jacqueline Houdicek*, *Helene Nienstadt*, *Marion Reeves*, *Elizabeth Deckleman*. Not available for photo: *Kathleen Boyle*, *Betty Hill*, *Martha Mitchell*.

eries Affairs

Jones, William L., Abidjan to Manila

Keating, Kathleen, UNESCO Paris to Bureau of Personnel, Foreign Service Career Development and Assignments

Keith, Barbara E., Paris to Ankara

Kellner, Kenneth J., Office of Security, Washington Field Office to Tokyo

Klenk, Jeanne M., European Affairs to Rome

Kressler, Bruce E., East Asian and Pacific Affairs to Shanghai

Lichtenwald, Daniel H., Monrovia to Office of Communications

Lindsay, Josephine I., Rabat to Sydney

Lineburger, Edward C., Leningrad to The Hague

Lippincott, Stephen A., Tel Aviv to Tokyo

Mack, Kenneth Wesley, Monrovia to Stockholm

Marques, Joseph J., Portugal to European Affairs

McKee, Nancy A., Nairobi to Ciudad Juarez

Melnick, Edward P., San Jose to Managua

Menyhert, Louis S., Mexico to San Salvador

Moore, Alice R., Seoul to East Asian and Pacific Affairs, Office of Regional Affairs

Morton, Carole L., Mexico to Manila

Mraz, David S., U.S. Mission to Geneva to African Affairs

Mullen, Anne E., The Hague to Belgrade

Nylund, Catherine N., East Asian and Pacific Affairs to Kuala Lumpur

Parke, Margaret Ellen, Copenhagen to Oslo

Parker, Donald Edward, Chile to Mexico

Pech, Dorothy, Jidda to Beirut

Pena, Paul A., Mexico to Office of Communications

Pepper, Raymond J., Lahore to Amman

Pipal, Suella, Abidjan to Sydney

Poole, Thomas D., Inter-American Affairs to Buenos Aires

Presley, James D., Office of Communications to Abidjan

Principe, Vincent Alfonse, Jidda to Lahore

Quinn, Maureen E., Training Complement to Karachi

Reich, Thomas G., Training Complement to Manila

Rische, Elwood B., III, Brussels to Guatemala

Rose, Julie S., Paris to Operations Center

Schloss, Donna Lee, Mogadishu to Beijing

Shaw, Vicki S., Tokyo to Moscow

Smith III, Martin W., Panama to Sao Paulo

Smith, Joyce A., Bombay to Foreign Service Institute

Stanger, Jill L., Brussels, European Community to European Affairs

Stewart, Carol A., Bujumbura to African Affairs

Tedford, Terri Lee, Bureau of Personnel, Office of Performance Evaluation to Addis Ababa

Tepas, Lois, E., Islamabad to Rangoon

Thompson, Joanne M., Malabo to Bangui

Toussaint, Donald R., Colombo to Near Eastern and South Asian Affairs

Vogel, Frederick J., London to Bangkok

Walker, Howard K., Pretoria to Lome

Wilson, David A., Monrovia to Tokyo

Wolfe, Marvin Lee, Near Eastern and South Asian Affairs to Belgrade

Resignations

Bolling, William James, Buenos Aires

Copeland, Nancy S., St. Johns

Davis, Leslie S., Stockholm

Donovan, Michael W., Nassau

Harris, Henry Y., Bureau of Personnel

Lopez, C. Carmen, Buenos Aires

Marty, Gus N., Foreign Buildings Office

Matthews, Doyle K., Office of Communications, Maintenance and Logistics

Monks, Robert A., Office of Polar Affairs

Patterson, Josephine, Calgary

Pavlovski, Chester J., Bureau of Personnel

Reiner, Margot Ellen, Brasilia

Sapanara, John M., Office of Security, New York Field Office

Seward, James A., Near Eastern and South Asian Affairs

Smith, Monica M., Paris

Warren, William, Soviet Affairs

Weartz, Carol A., U.S. Mission to Geneva

Retirements

Brown, Frances W., Kuwait

Flowerree, Charles C., Bureau of Personnel

Hills, Chester H., Bureau of Personnel

Kiley, James E., European Affairs

Mullin, John J., Panamanian Affairs

Nixon, III, Arthur B., Mexico

Ojala, S. Elaine, Bureau of Personnel

Rosenthal, Edward B., Jakarta

Skiff, Robert W., Human Rights and Humanitarian Affairs

Sparshott, Richard O., Office of Security, Technical Services

Twombly, III, John F., Arms Control and Disarmament Agency □

Foreign Service Nominations

The Senate has confirmed the following nominations:

Promotion as career member of the Senior Foreign Service, class of minister-counselor:

Ralph J. Edwards
John R. Eriksson

Promotion as career member of the Senior Foreign Service, class of minister-counselor, and consular officer and secretary:

L. Michael Hager

GEORGETOWN, Guyana—Trophy winners in lawn tennis tournament are Ambassador *Gerald E. Thomas*, right, and AID executive officer *Paul Coles*.

Appointment as FSO-2, consular officers and secretaries:

Anna Maria Anderson Lehel

Appointment as FSO-3, consular officers, and secretaries:

George Lee
Catherine Munnell Smith
Ruth A. Whiteside

Appointment as FSO-4, consular officers and secretaries:

Peter K. Augustine
Donna M. Blair
William Marcellus Butler
James Philip Callahan
John Albert Cloud Jr.
Brendan A. Hanniffy
Susan Rockwell Johnson
Keith Loken
Eileen Anne Malloy
Gerard E. Marandino
Kevin T. McConnell
Olaf North Otto
Suzanne P. Payne
Carlos Pérez
Suella Pipal
Francis T. Scanlan Jr.
Joseph D. Stafford III
William Ross Tagliani
Sharon Anderholm Wiener
Herbert Yarvin

Members of the Foreign Service to be consular officers:

LeRoy D. Blanchard
James-Michael von Stroebel

Members of the Foreign Service to be secretaries:

Malcolm Butler
John M. Scott Jr.

Appointment as FSO-2, consular officer and secretary, effective December 11, 1981:

Miguel de la Pena

Members of the Foreign Service to be consular officers and secretaries:

Joan B. Adrian
Kenneth E. Albright
Thomas M. Alexander
Michael H. Anderson
Sheila M. Anderson
David E. Appleton
Pamela Corey Archer
Diana Deverell Askman
Lon D. Augustenborg
Sheldon E. Austin
Carlos S. Bakota
Jonathan H. Barber
Douglas M. Barnes
Roberto Barrios
Mari L. Baumgarten
Steven W. Bay

CANBERRA
COMPUTER
CENTRE

CANBERRA—At the official opening of the Computer Center are, from left: deputy chief of mission *Stephen R. Lyne*; Ambassador *Robert D. Nesen* and computer systems analyst *Ed Courland*.

Frederick Claude Bayler
Robert L. Beckman
Michael J. Boyle
Ruth E. Bright
Donald R. Brown
Gayleatha B. Brown
John H. Brown
William Joseph Burns
Steven Allen Candy
Jose Cao-Garcia
Miriam Caravella
Mary B. Carlin
Robert C. Carter
Will J. Carter
Lisa Ann Carty
Milton Lewis Charlton
Linda Carol Cheatham
Martin Chorich
Gordon F. Compton
Edwin F. Cooke
John A. Cord
Alan S. Costa
David J. Creagan
Carolyn R. Creatore
Henry A. Crumpton
Chantal B. Dalton
Bernard F. D'Ambrosio
Willene Daniels
Christopher J. Datta
Francis R. Daulong
Nola Day
Robert Scott Dean
John Frederick DeVleming
Suresh Kumar Dhir
Joseph Hunter Downs II
Darrel L. Dudley
Robert F. Eaton
William E. Edwards
James S. Elliott
Darrell Kevin Ellison
Edward Ely

Gregory W. Engle
John T. Enkoji
Juanita Y. Enkoji
Richard C. Fagan
Cynthia J. Farrell
Christian Filostrat
Helena Kane Finn
Robert T. Finneran
Luis A. Fisher
M. Anthony Fitchue
Deborah A. Fitzgerald
Amelia Fitzjohn-Broderick
James A. Forbes
Audrey Annette Ford
Max L. Friedersdorf
Mickey R. Frisby
Karl H. Fritz
Michael P. Galbraith
John C. Gannon
Michael J. Ganski
Elaine Lawson Garland
Claude C. Gau
Emmett George
Jeffrey T. Gersick
Julie Gianelloni
Grace Carolyn Gilinger
Scott E. Gilman
Philip M. Giraldi
William E. E. Glass
Edward M. Gomez
Marcia A. Grant
Malcolm H. Gray
Jonathan Greenhill
Jennifer A. Gregg
Kathryn McPherson Gunning

Bill Allan Hadley
Timothy D. Hadley
Michael Hahn
Peter H. Hanley
Linda Kay Hardesty
Lisa S. Harper
James Thomas Healy Jr.
Karen Benucci Hendershot
Ann Lyman Henderson
Salomé Hernández
Margaret Doranne Higgins
Joseph Hilliard Jr.
Willie J. Holmes
John A. Hols Jr.
Earl H. Hopgood
Richard L. Horne
Michael H. Howland
Peter J. Hussey
Peter Kazuhiko Ito
William C. Jackson
Morris E. Jacobs
Arlene R. Jacquette
Frederick E. Janney
Mary H. Johnson
Dotti Jones
William C. Jones
Watt William Jordan III
Michael Kalogeropoulos
William D. Kane
Karla D. Karnap
M. Corinne Kearfott
Inez G. Kerr
Susan C. Kirkby
Joseph V. Kirschner
L. W. Koengeter
Stanley J. Konski
George Albert Krol
Robert Laing
James C. Lawler
John J. LeBeau
Mildred A. Leinweber
Hugo Llorens
Efrain Lopez
Benjamin M. Lowe
Robert Sanford Luke
Walter L. Mackey
Carol A. Madison
Michael B. Magnani
David J. Manners
Cheryl Ann Martin
James Edward Maxstadt
Jean Baum McAlpine
Deborah Ann McCarthy
Cynthia K. McDowell
Donald McMahill
Sarah Maxson Medvitz
Charles R. Mellor
James C. Mellstrom
John K. Menzies
John H. Mercer
Janet L. Meyer
Augusta D. Moore
Thomas C. Moore
Alfred L. Morgan
Michael P. Morgan
Robert O. Morris
Mark James Mowrey
Kiki Skagen Munshi
Patricia Jane Murphy
Frank Lee Myers
Jerome B. Neal
Hugh Mears Neighbour III
Karl G. Nelson
Pamela J. Noe
Patricia D. Norman
Molly L. O'Neal
Marjorie Rodgers Overton
Larry Leon Palmer
Andrew Charles Parker
David D. Pearce
M. Angier Peavy
Edward James Perkins
Sheila Jane Peters
Shirlie Carol Pinkham
William C. Poole
Diana C. Proeschel
Guilford C. Queen
Cyrus M. Quigley
David J. Rabadan
Thomas Bolling Robertson
Victor Manuel Rocha
David P. Rolph
Erwin J. Runge
Eric William Running
Edward E. Ruse
Brooks Ryno
John M. Sandels
James F. Sartain
Thomas Franklin Scaletta Jr.
Ronald Lewis Schlicher
Richard Scorza
Pamela M. Seaton
Charles Bratton Seidel
Priscilla Sellers
Florita Indira Sheppard
Colleen Shores
Mark Aaron Sigler
Paul Edward Simons
Mark Jay Smith
Shirley M. Smith
Fredd D. Snell
Gianpaolo Spinelli
James R. Sporn
Paul Dwight Stephenson
Frances Sullinger
Gerald J. Svat
Patrick Syring
Thelma P. Terjelian
Linda Joyce Thomas
Marshall S. Thomas
Carol Ellis Thompson
Mary Elizabeth Thornhill
Timothy Andrew Tulenko
Melvin Raymond Turner
Mary K. Vinson
Cantwell Walsh
William H. Wanlund
Henry Webb Jr.
Brian D. Weese
Jeffrey A. Weissman
John W. Whiteley
Barbara A. Wojciechowski
Gene W. Wojciechowski
Richard R. Wooten
Howard Clinton Wright
Richard D. Wurdeman
Mark Zamkov
Susan Weir Zelle ■

Equal employment figures

Of 240 career candidates hired for the Foreign Service during fiscal year 1981, 70 were new women officers and 58 were new minority officers. The latter figure is substituted here for an incorrect one that was provided STATE for its April issue (Page 25).□

"But seriously, Beth! My desk officer just doesn't understand me!"

Bureau Notes

Secretary's Office

SECRETARY HAIG traveled to Charleston, S.C., to address the Hibernian Society, March 17. He was accompanied by SHERWOOD GOLDBERG, executive assistant to the Secretary; KEITH SCHUETTE and KATHERINE BACKUS, special assistants; and LINDA WESLAR, staff assistant ... On April 8, the Secretary left for a trip to London and Buenos Aires to consult with government officials regarding the Falkland Islands dispute. Traveling with him were Mr. Goldberg; MICHAEL KLOSSON, special assistant to the Secretary; JOYCE NESMITH, confidential assistant to the executive assistant; ALVIN ADAMS, deputy executive secretary; VERNON WALTERS, ambassador-at-large; GEORGE F. TWOHIE, executive director, Executive Secretariat; DAVID GOMPERT, deputy to the under secretary for political affairs; WILLIAM McCAHILL and THOMAS WHITE, staff officers, Executive Secretariat; KATHLEEN McGUIGAN and MARIE MORRIS, secretaries, Executive Secretariat. ☐

DEPUTY SECRETARY'S OFFICE

Deputy Secretary WALTER STOESSEL left April 12 for a trip to London, Tel Aviv and Cairo, to consult with Israeli and Egyptian officials. Accompanying him were MRS. STOESSEL; GARY MATTHEWS, executive assistant; ROBERT PERITO, special assistant; I. BOYCE PRICE, general services officer; SUSAN SHEA, secretary, Office of the Ambassador-at-Large and Special Middle East Negotiator. ☐

Administration

FOREIGN BUILDINGS OFFICE

Front Office: On March 17, deputy assistant secretary WILLIAM L. SLAYTON and deputy director MARVIN SMITH appeared before the House Appropriations Subcommittee ... The mid-year review of the office's fiscal year 1982 financial plan for development and construction has begun ... A reprogramming letter requesting funds to rebuild the chancery in Lagos was submitted to the Office of Administration and the Office of the Comptroller ... Assistant Secretary THOMAS M. TRACY and Mr. Slayton met with BOB COOPER, director, Office of Small and Disadvantaged Business Utilization ... The deputy chief of mission from Tokyo, WILLIAM CLARK, met with Mr. Slayton and East Asia area officers, March 25, to discuss the soon-to-be-completed apartment towers in Tokyo, as well as the Osaka-Kobe consolidation project ... A meeting was held with Mr. Slayton, Foreign Buildings Office personnel and Office of Communications personnel on the new office building in Moscow.

Buildings Design Branch: As a member of the San Jose, 12-man Special Program and Liaison Staff team, J. RICHARD GRAY, chief of the Architectural Branch, surveyed the chancery and its contiguous annex, two other annex buildings, the residence, and the Binational Center. Mr. Gray and two other members of the team also visited Tegucigalpa, Honduras, to review security improvements already in progress and to evaluate additional security proposals ... Structural engineer PETER E. GURVIN participated in discussions in Tunis for upgrading security in the Communications Center. He also investigated the stability of the ground slope at the residence and, in Belgrade, looked into the adequacy of the roof of the office buildings complex ... Mechanical engineer ROBERT C. GARDNER traveled to Frankfort, Bonn and London. In Frankfurt, energy conservation and renovation measures undertaken at the housing complex were reviewed ... Foreign Buildings Office engineers returned from Bonn after getting the heating plant and distribution system rehabilitation project, at the Plittersdorf housing complex, started. It was expected that a construction contract will be awarded early in fiscal year 1983, with change-over to the new system from the old in the summer of 1983 ... The Foreign Buildings Office is working toward a joint effort with the British Department of Energy to undertake energy conservation studies on some U.S. Government properties in London ... A Foreign Buildings Office team consisting of architects CLAUDIA J. RUSSELL, CARL A. PETCHIK and assistant area officer RAYMOND A. BONESKI visited Maputo, Mozambique, to evaluate two buildings for possible use as a chancery.

Construction and Maintenance Branch: Architect VICTOR LUNDY met with Foreign Buildings Office project manager NEWT MERRICKS and Foreign Buildings Office representatives at post to review the status of the Colombo office building project ... BILL GALLAGHER, area branch chief, inter-American affairs, visited Havana, to review the final phase of the rehabilitation of the office building windows and facade ... DON FISCHER, area branch chief, European area, was in Paris to review the construction work on the Talleyrand project ... Mr. Merricks and STEVE SCHWENKE, project manager in Colombo, were in Washington on consultation with the Foreign Buildings Office ... TOM FARLEY, project manager for the Kuala Lumpur office building complex, visited the office for consultations ... An office team consisting of assistant director JAMES B. LACKEY, chief cost estimator JOSEPH P. WHITE, area officer MICHAEL J. ADAMS, and architect CARL PETCHIK departed for Osaka-Kobe to negotiate for the construction of a new consulate office building and housing.

Executive office: CECELIA Y. CURTIS and BARBARA POLLARD have joined the of-

HAVE A NICE DAY!
C.S. '82

"Well, you see, I'm just back from a remote post, and I'm trying to make up a two-year cheeseburger deficit!"

fice as secretaries in the Buildings Design Branch ... GUS MARTY, former East Asian area officer, left the office to become an observer in the Sinai.

Operations Branch: African Area: The assistant area officer, DON BRYFOGLE, visited Dakar, Nouakchott, Niamey, Ouagadougou, Bamako, Abidjan, Lagos, Kaduna and Bangui to consult on real property matters ... *East Asian Area:* Assistant area officer ED HARKNESS departed on March 6 for consultations with five Asian posts: Manila, Hong Kong, Seoul, Tokyo, and Osaka/Kobe ... *European Area:* Area officer L. BENJAMIN SARGENT visited Hamilton, Rome, Geneva and Madrid. Ambassador HARRY E. GERGOLD, Budapest, and consul general MAX FRIEDERSDORF, Hamilton, were in the office for briefings. Administrative officer FRANCINE BOWMAN, Luxembourg; DANIEL GAMBER, Prague; JOSEPH HULINGS, Belgrade; and JEFF WHITE, Bern, also came in for consultations ... *Inter-American Affairs:* The area officer for the Caribbean, L.W. KLOTZBACH, visited Port-au-Prince, Fort-de-France, Bridgetown, Port-of-Spain, Georgetown and Paramaribo, February 23–March 12, to assist posts in their problems relating to housing ... *Near East Area:* Area officer KEITH M. GWYN visited nine Near East posts during February and March to review Foreign Building Office-related programming. Lease/purchase of a prospective Marine security guard residence in Casablanca, property trades in Colombo, entrepreneurial schemes in Kuwait and Amman and property claims with Algeria and Iraq were among the issues covered.

Interior Design Branch: The branch is completing furnishing the 173 new residential units in Tokyo. Another major project is decorating the new embassy office building in Lisbon. Members of the design staff are also completing the Fukuoka, Japan, senior and staff housing, the Colombo office building, and beginning work on the Manila housing compound. ☐

Language Services Division

NEIL SEIDENMAN interpreted during the Washington visit of President ALESSANDRO PERTINI of Italy, March 24–26. ALEC TOUMAYAN assisted with the meetings of the Belgian minister of defense on March 22. ANTHONY HERVAS interpreted for the foreign ministers of Costa Rica, El Salvador and Honduras, March 24–26. DON BARNES replaced STEPHANIE VAN REIGERSBERG at the U.S.-Spain base talks in Madrid, March 20, returning to Washington March 27. On April 10, Mr. Hervas proceeded to Madrid for another session of these same talks.

The Processed Fruit and Vegetables Committee met in Washington, March 22–26. Language services for the conference were headed by division chief NORA LEJINS, as language services officer; chief interpreter SOPHIA PORSON; and former division chief THEODORE H. LEON, serving as deputy language services officer for translations (night shift) ... On March 30 Ms. Porson left on an 18,000-mile journey to Angola, to assist Assistant Secretary CHESTER CROCKER. The division's verbatim reporters, MARIE TAYLOR and FERD KUYATT, handled a number of the Secretary's special events, including "Meet the Press" on March 28, his appearance on the Rowland Evans and Robert Novak political forum, March 3, and a CBS-TV interview April 3 ... The Falkland Island crisis required the presence in Buenos Aires of Interpreting Branch chief Barnes, during the Secretary's travels between that city and London ... DIMITRY ZARECHNAK left for Paris and Moscow, April 5, with a U.S. satellite search and rescue delegation, returning on April 18. On April 7 Ms. van Reigerberg left with a congressional delegation, including the House majority leader and the Foreign Relations Committee chairman, on a trip to Costa Rica, El Salvador, Honduras, Panama and Nicaragua, returning on April 14.

ELIZABETH KONIUSZKOW has joined the Bureau of Inter-American Affairs. ☐

Office of Communications

As of February 7, ROBERT L. LOCHMILLER assumed new duties as chief of the Special Projects and Programming Staff. Also in February, DANIEL W. ULLRICH became the new coordinator for communications support for VIP travel, replacing GERARD (GERRY) GENDRON, who retired at the end of January. ETTA WILKINSON joined the Networks Staff, having transferred from the Communications Center Division. Engineer LESLIE E. JACOBS, formerly with the Sinai Support Mission, joined the staff of the Planning and Engineering Division as chief of the Teleprocessing Engineering Branch. Also joining the division on the administrative staff was JUNE TUTEN. New arrivals in the Maintenance and Engineering Division included GERALDINE L. ALICIE, clerk-typist; JOHN D. HALTER, radio technician, and TERRY L. KOPF, communications officer.

Communications electronics officers WILLIAM CARTER BROWN, WILLIAM C. BUSH, JR., TERRY L. HARMS, ROBERT S. HOYE, ELLIS G. IACOBUCCI, HARRY J. SCHNEIDER, FREDERICK R. FITZGERALD and WAYNE F. CASHWELL attended TERP-III (Terminal Equipment Replacement Program) training at the facility of Simpact Associates in San Diego. THOMAS F. MURRAY JR., EMANUEL COLTATU and ELIZABETH J. PRATT completed a five-day course on basic safety and health at Warrenton, Va.

The following personnel were at the home office on consultation recently: HERMA SULLIVAN, Lubumbashi; PAUL BIALECKI, Port Louis; BERNARD BIES, Karachi; MARY PETERSON, Oslo; CHRISTOPHER BARRETT, Dar es Salaam; WAYNE UBRICH, Jerusalem; DOUGLAS GOODGION, The Hague; EILEEN NESBERG, Mexico City; ELWOOD B. RISCHE, Guatemala; KENNETH W. MACK, Stockholm; STEPHEN LIPPIN-

MADRID, Spain—Ambassador *Terence A. Todman* presents Meritorious Honor Award to embassy's telephone unit. From left: *N. Samuel Carden*, *Petra Rivero*, *Antonia Centenera*, the ambassador, *Manuel Bastida*, *Gloria Gil-Garcia*, *Teresa Zuloaga*.

OTTAWA, Canada—The Communications Program Unit receives a group award from Ambassador *Paul H. Robinson Jr.* From left: *Allan J. Friedbauer, John C. Whitridge III*, Mr. Robinson, William L. Wuensch, Raymond E. Silva, Robert W. Grundon.

COTT, Tokyo; ANNE MULLEN, Belgrade; JOHN ALSTON, communications rover based in New Delhi, JOSEPH MAUCK, NATO, Brussels; THOMAS HOLBROOK, Baghdad; JIMMY BEVIS, Bern; JAMES WILEY, Rome; JAMES THOMAS, Tunis; WILLIAM FOX, Frankfurt; and WILLIAM FORD, Rome.

Personnel who completed courses in the Training Division included: EDWIN LEE and CHARMAINE KEYES, Martinique; JOHN MUEHLKE, Udorn; JEAN BINKLEY, Georgetown; CRAIG CATE, Special Projects and Programming; THOMAS HOLBROOK, Baghdad; DWIGHT BOHNET, Port Louis; PATRICIA ABLE, Seoul; JOHN WICKERSHAM, Guatemala; WILLIAM McMANUS, Caracas; SHELBY FRIDAY, Belgrade; CHARLES CHRISTIAN, Muscat; BENJAMIN CANDELARIA, Nairobi; MARY CALLAHAN, Paris; ALBERT HOLLOWAY, Bissau; AURELIUS MANUPELLA, Warsaw; KATHRYN COOK, Accra; SHIRLEY KERN, Istanbul; ROBERT DODSON, San Jose; JULIANNE McLEOD, Bombay; BRIDGET SALUDARES, Curacao; VIRGINIA SWANN, Calcutta; THOMAS LIEN, New Delhi; WILLIAM FORD, Rome; MARGARET MITCHELL, Dublin; FREDERICK ELMENDORF, The Hague; JIMMY BEVIS, Baghdad; RICHARD LOWE, Budapest; WAYNE UBRICH, Jerusalem; REBECCA DAVIS, New Delhi; JAMES THOMPSON, Tunis; DONALD BECKER, Moscow; RICHARD McCLOUGHAN, Tel Aviv; ALVIN THOMAS, Kuwait; BERNARD BIES, Karchi; DOUGLAS GOODGION, The Hague; FREDERICK BULLOCK, Kingston; JOHN ALSTON, communications rover; CHERYL MARTIN, Edinburgh; and BARBARA ARNET, RAYMOND GUERRERO and STEPHEN KULESZA of the Communications Training Division. ☐

OFFICE OF SECURITY

Deputy assistant secretary MARVIN L. GARRETT JR. and the deputy director of this office, GORDON E. HARVEY, attended a regional security officer conference in Madrid, April 5–9. After the conference, Mr. Garrett went to Vienna and Amsterdam for consultations on security with post officials.

Special agent PHIL WHITNEY returned to the San Francisco Field Office in late February after a month-long assignment. He accompanied ICA director CHARLES Z. WICK through western Europe. In connection with the visit of the prince and princess of Japan to Hawaii, resident agent BRAD UPDEGROVE was detailed to Honolulu for approximately six days. Assistant agent-in-charge ERV WEBER and Mr. Whitney traveled to Los Angeles, to assist in the visit to that city of the vice president of El Salvador . . . The special agent-in-charge of the Los Angeles Field Office, ROYAL KASTENS, spoke to a seminar sponsored by the National Association of Chiefs of Police, the American Society for Industrial Security and the California Association of Licensed Investigators, at Canoga Park, Calif., in April, on "Executive Protection and Terrorism: Overseas Aspects."

The Dignitary Protection Office provided security details for the following foreign dignitaries: PRESIDENT-ELECT MONGE of Costa Rica, FOREIGN MINISTER CHEYSSON of France, FOREIGN MINISTER SAKURAUCHI of Japan, Foreign Minister COLUMBO of Italy, FOREIGN MINISTER CHAVEZ MENA of El Salvador, and LALLA LATIFA AMAROSH of Morocco. The agents in charge of these details were JERRY DUMAS, JEFF BOZWORTH, DARYL RASHKIN, KEN HILL and WILLIAM KETTERING . . . JOHN GIBBONS transferred to the Bureau of Administration executive office on March 23. JOE D. MORTON has been designated to fill his vacancy in Dignitary Protection. ROBERT DAVIS traveled to Knoxville, Tenn., April 6–7, to consult with various officials of the 1982 World's Fair Committee . . . DENNIS PLUCHINSKY of the Threat Analysis Group traveled to Rome, Madrid, Bilbao, Paris, Bonn, Frankfurt, London and Belfast, for consultations with post officials and host government security officials, on terrorism. LOUIS MIZELL and ROBERT NUERNBERGER served on the security detail which accompanied the U.S. official delegation of observers to the El Salvadoran elections.

From February 22–March 29, KATHLEEN A. HELM attended a correspondence drafting class sponsored by the Foreign Service Institute. On March 18 and 19, EDWARD L. LEE II gave a lecture at Wright-Patterson Air Force Base, near Dayton, O., on "Coping with Violence Abroad." On March 29, special agents NICK PROCTOR, RICHARD STANKO and GERALD DESALVO participated in a security law enforcement seminar at the Woodbridge campus of Northern Virginia Community College. On March 29, special agent JOHN KONICKI attended a lecture on emergency destruction procedures, at McLean, Va. ☐

African Affairs

Assistant Secretary CHESTER A. CROCKER and deputy assistant secretary PRINCETON LYMAN traveled to New York, March 26, to attend the African-American Institute/American Bar Association conference on Zimbabwe, where Mr. Crocker spoke on business opportunities in Zimbabwe. On March 26 he testified before the Senate Subcommittee on Security and Terrorism, regarding Soviet involvement with the African National Congress and the South-West African Peoples Organization. Mr. Crocker also testified on March 25 before the House Foreign Operations Subcommittee. On March 24 he and the Georgetown Center for Strategic and International Studies hosted a conference on private sector opportunities in Angola. Mr. Crocker led a team of bureau officers to Boston, April 14, for a conference on "U.S. Trade and Investment in Africa." Among those on the team were Ambassador HAROLD HORAN, public affairs director MICHAEL WIGANT, Economic Policy Staff director ROBERT PRINGLE, economic policy staffer LAURA FAUX-GABLE, southern Africa economic officer EMIL SKODON and public affairs officer GERI LEPAGE. The conference was jointly sponsored by the Departments of State and Commerce, together with the International Business Center of New England and

First National Bank of Boston. Commerce Secretary **MALCOLM BALDRIGE** was the luncheon speaker, while Mr. Crocker opened the one-day meeting with a statement on "Enterprise in Africa." Other participants included representatives from Agriculture, AID, the International Development Cooperation Agency, the Overseas Private Investment Corp., the Export-Import Bank and the World Bank. Some 200 private firms in the northeastern United States participated ... On April 7, Mr. Crocker discussed key African issues with the faculty of Georgetown University, followed by a late-afternoon meeting with businessmen at the Brookings Institution to discuss U.S. policy in Africa.

Effective March 31, deputy assistant secretary **LANNON WALKER** began a year of leave without pay. Ambassador **FRANK WISNER** was named, effective April 21, principal deputy assistant secretary. In the interim, Ambassador Horan came out of retirement.

Inter-African affairs director **LARRY WILLIAMSON** spoke to mid-level officers of ICA, March 17, on U.S.-Africa relations. Mr. Williamson attended the U.S. European Command security assistance conference in Stuttgart, Germany, with a stop in London, March 28–April 3 ... On March 16, deputy assistant secretary **PRINCETON LYMAN** traveled to Zimbabwe and Botswana to study private sector cooperation possibilities. From March 10–12, he was in Sarasota, Fla., where he spoke at the University of Florida on U.S. policy in Africa, and gave a radio interview on the subject to a West Palm Beach station ... **MARY LEE GARRISON**, deputy director of the Economic Policy Staff, spoke on U.S. economic policy in the Third World, at a conference sponsored by the State University of New York, Long Island, March 25. Liberia desk officer **PETER EICHER** spoke on West Africa to officers at Wright-Patterson Air Force Base, March 30. Mr. Eicher attended the Liberian Studies Association meeting in Philadelphia, March 15, at Temple University ... Lieutenant Colonel **GREGORY H. BRADFORD**, Inter-African Affairs, traveled to Liberia, Nigeria and Senegal on an orientation trip, with stops at the headquarters of the U.S. European Command in Stuttgart, Germany, March 2–23. **JANEAN MANN** departed Inter-African Affairs for her assignment to Yaounde, Cameroon. **PRUDENCE BUSHNELL** has departed Inter-African Affairs for administrative training, prior to her assignment to Dakar, Senegal. ☐

OUAGADOUGOU, Upper Volta—At opening of the new carpentry shop, from left: *Anthony Dalsimer*, deputy chief of mission; *Andre Banse*, *Aloise Nasse*, *Moussa Boussim*, *Seibou Zorom*, Ambassador *Julius Walker Jr.*, *Oumarou Ouedraogo*, *Abel Gouba*, *Jack Viergutz*, maintenance supervisor.

Combatting Terrorism Office

FRANK H. PEREZ, acting director, spoke on international terrorism to the Corporate Roundtable sponsored by the Brookings Institution, April 8. He addressed the National Navy League convention concerning international terrorism, April 5. **IRA LEVY**, spoke on terrorism at a human rights symposium at Dickinson College, Carlisle, Pa., February 17. He also spoke at Wright-Patterson Air Force Base, April 5, on human rights and terrorism. **RICHARD J. HIGGINS** spoke on the "Politics of Terrorism" before a panel of the New England Political Science Association, at Trinity College, Hartford, Conn., April 2. ☐

FRANK H. PEREZ, acting director, spoke at the Armed Forces Staff College, Norfolk, on "U.S. Strategy for Combatting Terrorism," March 8. He spoke to the Canadian Defense College in Kingston, Ontario, on "U.S. Views on International Terrorism," March 3. In January, he traveled to Rome in connection with the Dozier kidnapping and, in late February, he consulted with U.S. and foreign officials in Bonn, Paris, London and Brussels on terrorism matters.

EDWARD MARKS visited Barbados and Puerto Rico, February 17–23, on business related to a proposed FBI program for Caribbean police officers. On March 26, he presented a paper entitled "Terrorism—The Diplomat as Target," at the annual convention of the International Studies Association, in Cincinnati. On March 31, he made two speeches on terrorism in the New York area: one at Rockland College and the other to the Rockland section of the National Council of Jewish Women. **RICHARD J. HIGGINS** addressed the Chicago World Trade Conference, March 15, on "Terrorism and American Business Overseas." On March 31, he addressed an audience at the University of Wisconsin, Eau Claire, on "Minorities and Terrorism." **ALAN EASTHAM** traveled to Sarasota, Fla., March 24, to address the Institute of Lifetime Learning, on "Terrorism: A Challenge to U.S. Diplomacy." ☐

Consular Affairs

Assistant Secretary **DIEGO C. ASENCIO** hosted the second session of the Mexican-U.S. Action Group on Consular Cooperation, March 11–12, in the Department. The bureau initiated the first session, held in Mexico City last November, to promote dialogue on consular issues. This meeting is reported to have resulted in progress in several areas, including active work with the Mexican government on subjects ranging from sharing of information on the development of machine-readable passports to problems relating to the movement of undocumented aliens over the border. Broad goals are to reduce consular workloads, to prevent border travel problems from becoming political issues, and to structure U.S. operations in Mexico as a model for consular operations worldwide. ... Mr. Asencio led a consular policy and management review conference for senior consular managers at foreign service posts in Europe, in April. The conference was held in two stages: the first at Rome, April 7–9, the second at Lisbon, April 13–15. The Rome segment was attended by consular officers from southern and eastern Europe, the second by officers in central, western and northern Europe. Immigration and refugee reform issues, fraud and overseas citizens services were a primary focus of conference attention. Attending the conference

CONSULAR AFFAIRS—Participants in the advanced consular course meet with Assistant Secretary Diego C. Asencio. Seated, left to right: ***Bernard Alter, David Wolfe, Annette Veler, Mr. Asencio, Pamela Chavez, Gerald Toney, Bruce Keeling, Jenny Foo.*** **Standing:** ***Luciano Mangiafico, Marie Burke, Jane Hayes, Betsy Anderson, Peter Guadagno, Kerry Holmes, Alice Ritchie, Penny McMurtry, James Stanley, David Johnson, William Colwell, Albert Krehbiel, Harvey Cash.***

from the bureau were Mr. Asencio, ROBERT E. FRITTS, LOUIS P. GOELZ, RONALD K. SOMERVILLE, ALFONSO ARENALES and INGRID STEGELMANN. Also there were congressional staffers GARNER J. CLINE, VIRGINIA M. SCHLUNDT, ROBERT K. BOYER, ARTHUR P. ENDRES JR., ALICE MILDER and THOMAS BRUCE, plus Immigration and Naturalization Service and Helsinki Commission officials.

During February, ROBERT B. LANE, deputy assistant secretary for overseas citizens services, addressed the advanced consular course participants at their closing luncheon and presented their certificates. TAYLOR BLANTON, refugee coordinator of the Visa Office, traveled to New York, March 31, to address the American Council on Voluntary Agencies and to discuss procedures for consular processing of refugees.

VINCENT R. MOORE, Passport Liaison Staff, traveled to the Los Angeles Passport Agency, March 21–27, to assist in the agency's relocation. CYNTHIA E. GETHERS, Passport Services travel document issuance system coordinator, visited the Los Angeles Passport Agency, March 29–April 2, to assist with final training phases and the start-up of the system. RUSSELL M. WINGE, deputy director of the Citizens Emergency Center, and MICHAEL HANCOCK, Executive Staff, participated in the multipurpose consular workshop in Lima, Peru, March 15–19, attended by consular officers and national employees from 12 posts in South America. MERLE ARP, associate director, participated in a similar consular workshop in Karachi, Pakistan, the week of March 29. NORMAN SINGER, director, field support and liaison, traveled to Wilmington, Del., March 19, where he was interviewed on radio on the administration's omnibus immigration bill; he also met with the editorial staff of the Wilmington News/Journal. On March 25 Mr. Singer participated in another half-hour talk show in Richmond, Va., on the immigration bill. RICHARD DUNBAR, chief, Systems Liaison and Procedures Division, traveled to Mexico City, March 13–31, with the bureau's systems staff, to install a program on the Wang minicomputer. L. TRAVIS FARRIS, MICHAEL DUFFY and MARTHA SARDINAS, Systems Applications Staff, traveled to Mexico City, March 14–31, to install the immigrant visa applicant control system in the embassy's consular section. RONALD SOMERVILLE, executive director, traveled to London and Paris to consult with the consuls general on consular-related matters.

A number of employees participated in a variety of courses during March, among them JENNY FOO and KERRY HOLMES (Advanced Consular Course); GARY S. BASEK, TERESA D. HOBGOOD and MICHAEL J. WHITE (Executive Performance Seminar); GARY S. BASEK, TIMOTHY M. BARRY, CAROL J. MAXWELL and STEWART BIBBS JR. (Advanced Writing for Senior Managers); ALEC M. PELTIER and RICHARD DUNBAR (Effective Oral Communication for Managers); PAUL J. McCRAW and THOMAS R. NEWCOMER (Supervisory Studies Seminar); JAMES L. WARD (Executive Leadership Management Program in Charlottesville, Va.); CARMEN A. DiPLACIDO (Executive Development Seminar at King's Point, N.Y.); LULA J. ELLIS and DANIEL HERMAN (Basic Office Skills and Techniques); MARY T. RICHARDSON (Introduction to Job Control Language); STEVE SENA, HATTIE TAPLEY and GERALDINE CASSO (Fundamentals of Effective Writing); MARY ROSE BRANDT (Implementation of Information and Privacy Acts); CINDY J. FOX (Management Development Seminar in Oak Ridge, Tenn.); and VIVIAN BARNES (How to Communicate by Letter and Memo). RICHARD MANN, stationed at Manila, Philippines, was in Washington for training.

New arrivals in the bureau include: JEFFREY MILLER, WILLIAM McGRAW, and JOYCE SMITH, Administrative Services Division of the Executive Director's Office; CARL TROY, Telephone Inquiries Branch; ERNEST FISCHER, Advisory Opinions Division; and MICHAEL MEANEY, Communications and Records Division, Visa Office.

Production of the machine-readable travel document issuance system passport began April 1 at the Los Angeles Passport Agency. □

East Asian and Pacific Affairs

Assistant Secretary JOHN H. HOLDRIDGE appeared before the House Foreign Affairs Subcommittee, on Asia and Japan, March 1. On March 8, he spoke at the swearing-in of a group of new Foreign Service officers. On March 9, he participated in the fourth Association of Southeast Asian Nations-U.S. dialogue. On March 10, he participated in Afghanistan Day, at the White House and the State Department. On March 11, he met with Indonesian FOREIGN MINISTER MOCHTAR in New York. On March 17, he testified before the House Appropriations Subcommittee on the budget for the Department. On March 18, he participated in the Pacific Basin Economic

EAST ASIAN AND PACIFIC AFFAIRS—*John H. Holdridge*, assistant secretary, presents Superior Honor Award to former deputy assistant secretary *Ginger Lew* for her work on behalf of the Micronesian status negotiations.

Council meeting, at the Madison Hotel. Mr. Holdridge participated in the visit to Washington of Japanese FOREIGN MINISTER SAKURAUCHI, March 22–23. On March 24, he spoke on U.S. policy in East Asia, to the Mid-America Committee in Chicago and Milwaukee. On March 25, he appeared before the House Foreign Affairs Committee on Foreign Aid, and also met with Association of Southeast Asian Nations scholars visiting the United States. On March 26, he appeared before the Senate Foreign Relations Committee in executive session. On March 30, he appeared before the House Appropriations Subcommittee on Foreign Operations. On April 1, he hosted a lunch briefing for Sir EDWARD YOUDE, governor-elect of Hong Kong. On April 14, he appeared before the Senate Foreign Relations Committee in executive session. From April 19–21, Mr. Holdridge hosted the chiefs-of-mission conference in Honolulu. On April 22, he accompanied the Vice President on his Asian trip.

Deputy assistant secretary ANTHONY C. ALBRECHT addressed the 26th annual conference of the Cincinnati Council on World Affairs, March 11–12. From March 18–19, he participated in the Pacific Basin Economic Council meeting in Washington. On March 24, Mr. Albrecht addressed the Executive Seminar on "Implications for U.S. Policy of the Newly Industrializing Countries." On March 31, he addressed the Mid-America Conference of the U.S.-Japan Seminar in Chicago . . . From March 19–April 10, deputy assistant secretary DANIEL A. O'DONOHUE accompanied Secretary of Defense CASPAR WEINBERGER to Manila, Philippines, and consulted with various embassy officials in Thailand, Singapore, Indonesia, Wellington, New Zealand and Malyasia . . . Deputy assistant secretary THOMAS P. SHOESMITH accompanied Mr. Weinberger on stops in Korea and Japan during his recent trip to Asia.

Office of Chinese Affairs: Political officers KEITH POWELL and TERRY OTIS made presentations to a China studies class at the Foreign Service Institute, March 18. Mr. Otis spoke to a class at the School of Advanced International Studies of Johns Hopkins University, March 31. The deputy director for economic affairs, RICHARD MEULLER, spoke on U.S.-China relations to the Far East-America Council on Commerce and Industry, in New York, March 31. Mr. Powell atended the China consular conference in Beijing, April 29–30.

Office of Japanese Affairs: Director ALBERT SELIGMANN participated in the "Great Issues" programs in Jacksonville and Ashville, Fla. He gave a luncheon talk to the Regional Conference on Foreign Affairs, in Charleston, W. Va., in March, and also spoke to the Japan Society in New York on the political and security dimensions of the U.S.-Japan relationship. The deputy director for Japanese affairs, LAWRENCE FARRAR, was in Fayetteville, N.C., April 1–2, to speak to the "Great Decisions" group and the Rotary Club. Japan desk economic officers JOSEPH HAYES and JEFFREY CUNNINGHAM participated, respectively, in the U.S.-Japan civil aviation negotiations in California and the U.S.-Japan trade consultations in Tokyo. GREGG RUBINSTEIN, political-military officer, addressed a seminar at Harvard on U.S.-Japan security relations, in late February. Embassy Tokyo's deputy chief of mission, WILLIAM CLARK, was in Washington, March 20–24, for the visit of FOREIGN MINISTER SAKURAUCHI.

Office of Economic Policy: Director WILLIAM PIEZ participated in a meeting of the U.S./Japan Trade Subcommittee, on trade relations, in Tokyo, March 6–12. Economic officer MANUEL BARRERA attended the 38th session of the Economic and Social Commission for Asia and the Pacific meeting, March 23–April 3, in Bangkok.

Office of Korean Affairs: Director DAVID LAMBERTSON traveled to Seoul for the 14th annual defense ministers' meeting, at the end of March, and remained for a few days of consultation. Political officer FRED ASHLEY addressed the Foreign Service Institute area studies course, on the Republic of Korea's international political relations, and briefed travelers to Korea from the women's auxiliary of the American Legion. Ambassador to Korea RICHARD L. WALKER was in Washington on consultation, February 8–22.

The following employees were awarded quality step increases in March: GRACE M. DAVIS, Office of Regional Affairs, and ANGELA KIRBY-CONWAY, Office of Economic Policy. □

Economic and Business Affairs

Assistant Secretary ROBERT D. HORMATS addressed the annual meeting of the National Association of Manufacturers, in Washington, March 18. Among other groups to which he spoke during that month were the National Cattlemen's board of directors, the Ohio Farm Bureau, the U.S. Chamber of Commerce, the Pacific Basin Economic Council and the National Foreign Policy Conference for Senior Executives. In New York, Mr. Hormats addressed the UN International Business Council and, in Montreal, he was keynote speaker at the strategic planning conference of the Royal Bank of Canada. On March 25, Mr. Hormats testified on international energy policy before the Senate Energy and Mineral Resources Subcommittee. On April 10 he appeared on the "Newsmakers" program of the Cable News Network.

ELINOR G. CONSTABLE, deputy assistant secretary for international finance and development, led the U.S. delegation to the meeting of the Organization for Economic Cooperation and Development's Committee on Investment and Multinational Enterprises, in Paris, March 23–24. The meeting focused on a U.S. initiative for expanded work by the organization on investment issues. Ms. Constable also traveled to Bonn for bilateral consultations on investment matters, March 26 . . . Ambassador **CHARLES F. MEISSNER**, U.S. special negotiator for economic matters, was a co-leader of the U.S. delegation to the 24th session of the Trade and Development Board of the U.N. Conference on Trade and Development, in Geneva, March 8–19. **SAM SMITH** of the Office of Development Finance and **MALCOLM CHURCHILL** of the General Commercial Policy Division, Office of International Trade, were advisers on the delegation . . . **MICHAEL CALINGAERT**, deputy assistant secretary for international resources and food policy, testified with officials of the Department of Agriculture and the Office of the U.S. Trade Representative, before the Cotton, Rice and Sugar Subcommittee of the House Agriculture Committee, March 31, on sugar and the Caribbean Basin Initiative . . . **LEWIS COHEN** and **MILTON DRUCKER** of the Marine and Polar Minerals Division (formerly the Commodity Policy Division) are members of the U.S. law of the sea delegation. **DOUGLAS HENGEL** of the same division was in New York, April 13–14, to consult with Antarctic consultative parties in preparation for upcoming minerals regime negotiations.

The chief of the Industrial and Strategic Materials Division, **JAMES C. TODD**, and **STEPHEN THOMPSON**, of the same division, met April 13 with representatives of U.S. tire manufacturers and the Rubber Trade Association of New York to discuss the status of the international natural rubber agreement and its price-stabilizing buffer stock operations now under way. On April 16, Stephen Thompson traveled to Boston to discuss a systems dynamics model of the international natural rubber economy, being developed at the Massachusetts Institute of Technology. One of the model's creators, **JAMES McGLINCHEY**, a Foreign Service officer now engaged in university studies, is to join this bureau's Planning and Economic Analysis Staff. Mr. Todd discussed U.S. strategic minerals policy in relation to Africa, at National Defense University, April 6, the day following the transmittal of the President's national materials and minerals program plan and report to Congress . . . **DAVID WILSON**, assistant chief of the Division of Industrial and Strategic Materials, met March 25 with representatives of the American Iron and Steel Institute, the American Can Manufacturers Association, solder manufacturers and tin traders, to discuss the world tin market, in response to the request of the International Tin Council that export controls be imposed upon tin producers. This question was to be discussed at a meeting of the Tin Council in London, April 19–22. **FERNANDO URQUIDI**, Foreign Service national minerals specialist at the American embassy in La Paz, consulted with officials of this division, the Bureau of Mines, and the U.S. Geological Survey, in Washington, March 23–25.

MOSCOW—At Meritorious Service Award ceremony, left to right: *Vladimir Sidorin, Alexander Zudinov,* administrative counselor *Harvey A. Buffalo Jr., Veniamin Ruslyakov, Alexei Trofimov, Natalia Belova.*

JOHN ANDRE of the Office of International Commodities attended the meeting of Working Party II of the Common Fund preparatory commission, in Geneva, March 22–26 . . . **JIM WOOLWINE**, Tropical Products Division, attended the International Coffee Organization executive board meeting in London, March 22–April 2. The board considered proposals by member countries to amend the 1976 international coffee agreement . . . **MICHAEL GOLDMAN**, chief of the Food Programs Division, traveled to Cairo in February as a member of an interagency team. In recent years, the United States has been providing Egypt with long-term concessional credits to finance purchases of 1.5 million tons of wheat per year, valued at upwards of $300 million annually. The findings of the impact evaluation team will be published by AID . . . **JANICE LYON** of the Office of Energy Consumer-Country Affairs served as an adviser to the U.S. delegation at the March 23–25 meeting in Paris of the Standing Group on Long-Term Cooperation of the International Energy Agency. **JOHN P. FERRITER**, director of the Office of Energy Consumer-Country Affairs, attended the sessions in his capacity as chairman of the standing group . . . **JACK SHEERIN** of the Planning and Economic Analysis Staff attended a Data Resources, Inc., energy conference, March 29–30, in Houston, Tex.

DENIS LAMB has entered on duty as deputy assistant secretary for trade and commercial affairs. Other employees who recently arrived in the bureau include **SHIRLEY HARTMAN**, Office of Commercial Affairs; **JAMES WILLIAMSON**, Office of Business Practices; and **RUTH N. JACKSON**, Textiles Division. □

European Affairs

Acting assistant secretary **H. ALLEN HOLMES** visited San Francisco, March 27–30. Mr. Holmes met with members of the media, including radio and local newspapers, climaxing his visit by addressing the World Affairs Council of Northern California, on NATO and its future role.

Ambassador **PETER H. DAILEY**, Ireland, was sworn in on March 16 and arrived at post on March 29. Ambassador **EVAN G. GALBRAITH**, France, was in the Department for consultations, and to accompany **PRESIDENT MITTERRAND** on his visit to Washington, March 12. Ambassador **JOHN L. LOEB JR.**, Denmark, was in the Department for consultations, March 30–31. Ambassador **MAXWELL RABB**, Italy, was in the Department, and elsewhere in the United States, to accompany the president of Italy on his visit to the United States, March 25–April 2. Ambassador **ROBERT STRAUSZ-HUPE**, Turkey, was in the Department for consultations, March 29–April 7. Deputy chief of mission **ROBERT E. BARBOUR**, Madrid, was in the Department for consultations, March 29–April 6.

DONALD C. HUNTER has joined the staff of the executive director as budget officer.

Public affairs adviser **STEVEN E. STEINER** participated in bilateral public diplomacy talks with British and Dutch officials in London and The Hague, March 29–31. These meetings, led on the U.S. side by the ICA deputy director for Europe, **WILLIAM HAMILTON**, resulted from ICA director **CHARLES Z. WICK**'s recent consultations in Europe with senior allied officials, and were designed to improve U.S.-allied bilateral information exchanges.

WILLIAM H. GUSSMAN, Office of Central European Affairs, served as the bureau's representative at the April 15 signing in Bonn of the wartime host nation support agreement, and consulted at German posts on a wide range of U.S.-Federal Republic of Germany and alliance issues ... JOHN H. KING, formerly officer-in-charge of the Defense Policy Section, Office of Security and Political Affairs, has departed for Madrid to be the political-military counselor ... RICHARD A. SMITH JR., has joined the Defense Policy Section, replacing Mr King as the officer-in-charge. Mr Smith was previously the Benelux desk officer, in the Office of Northern European Affairs.

ROGER DANKERT of the Defense Policy Section visited Brussels, February 15–20, for consultations at NATO, followed by the meeting of NATO's Senior Civil Emergency Planning Committee ... GEOFFERY OGDEN, deputy director, Office of Southern European Affairs, traveled to Paris, Ankara, Istanbul, Nicosia, Athens and London, March 18–April 7, on consultations ... ROBERT S. GELBARD has joined the staff of the Office of Western European Affairs as deputy director ... DONALD PLANTY, officer-in-charge of Spanish affairs, was in Madrid to attend base negotiations, March 10–27 ... WILLIAM GARLAND, officer-in-charge of Portuguese affairs, was in Lisbon for base negotiations, April 12–16 ... JAMES CREAGAN, officer-in-charge of Italian affairs, accompanied Ambassador Rabb and the president of Italy on his visit to Washington, Chicago, San Francisco and New York, March 25–April 2. ☐

Human Rights and Humanitarian Affairs

Assistant Secretary ELLIOTT ABRAMS traveled to Ft. Benning, Ga., with FRED C. IKLE, under secretary of defense for policy, to observe the human rights aspects of the military training of El Salvadoran forces there ... The assistant secretary had numerous speaking engagements in April, including presentations to: the Secretary's Open Forum; the Human Rights Committee of the D.C. Bar Association; the American Bar Association of New York; the German Marshall Fund international conference, Washington; the Council of Jewish Federations, Washington; the Heritage Foundation, in conjunction with the Ripon Society and the British Conservative Bow Group, Washington; and the American Jewish Committee, in conjunction with the Konrad Adenauer Foundation, Washington. Mr. Abrams also appeared on a news program of RAI-TV, Channel 2, Rome, Italy; taped a documentary on human rights for ICA; and was interviewed by the Foreign Service Journal.

DONALD A. ROBERTS, regional officer for Middle East affairs, spoke on the United States' human rights policy, at Hamiline University, St. Paul, Minn ... ANITA BROWN transferred into the bureau from the Bureau of Economic and Business Affairs, as a secretary/receptionist. ☐

Inspector General's Office

Following an in-house conference/workshop on May 10, the inspector general, ROBERT L. BROWN, initiated the second cycle of inspections and audits for 1982. The conduct-of-relations inspections cover the West African countries Benin, Ghana, Guinea, Nigeria, Sierra Leone and Togo; the East Asian countries Burma, Indonesia, Malaysia and Singapore; and the North African countries Algeria, Morocco and Tunisia. Meanwhile, in Washington, the Bureau of African Affairs was being inspected, and audits were being carried out in the Office of Foreign Buildings and the Office of Overseas Schools.

Ambassador DONALD R. TOUSSAINT has joined the Inspection Staff as a senior inspector, and MARY RYAN is a new administrative inspector. Three former inspectors have left for overseas assignments in administrative positions: GEORGE M. LOWE, JR., supervisory general services officer, Embassy Managua; PAUL S. CARPENTER, regional budget and fiscal officer, Embassy Yaounde; and HERBERT W. SCHULZ, budget and fiscal officer and systems manager, Embassy Bogota.

JOHN L. McGRUDER of the Executive Development Program of the Department has been working for three months in the Office of the Inspector General, actively participating in an overseas inspection, to gain a broad knowledge of embassy operations and functions, as well as a working knowledge of State's administrative procedures and regulations. In addition, the director of field activities of the Air Force Audit Agency at Norton Air Force Base, Calif., VIRGIL L. MALTER, spent two days in April observing the operations of this office. He was one of several federal executives from federal agencies across the country who were participating in a foreign policy seminar sponsored by the Federal Executive Institute at Charlottesville.

The Office of the Inspector General is being audited by the U.S. General Accounting Office. The primary objectives of the seven auditors are to compare the Inspector General Act of 1978 and Section 209 of the Foreign Service Act of 1980 and decide how differences in the two acts affect the work of the inspector general. Moreover, the auditors are assessing the qualifications of the Inspection Staff, and determining whether the office is meeting the required auditing standards. In addition to its work in Washington, the General Accounting Office audit team will follow up on a sampling of conduct-of-relations inspections, as well as accompany one of the teams currently in the field during part of their inspection. The General Accounting Office has been mandated to present the report to Congressmen JACK BROOKS (D-Tex.) by August 1. ☐

Intelligence and Research

AARON MILLER, analyst in the Near East Division, Office of Analysis for the Near East and South Asia, participated in a panel discussion on terrorism at a symposium on the Middle East, in Chicago, March 7. The symposium was sponsored by the American Jewish Committee. MALCOLM PECK, Arabian Peninsula analyst in that office, was a guest of honor at the opening of "Heritage of Islam" exhibit in Houston, Tex., March 10. WALTER ANDERSEN, India analyst in the South Asia Division, attended the annual meeting of the Association of Asian Studies, in Chicago, and served as discussant on a South Asian regional relations panel, April 4–5.

ROBERT BARAZ, director, Office of Analysis for the Soviet Union and Eastern Europe, held a question-and-answer session on the USSR and eastern Europe for business executives visiting Washington on a Brookings-sponsored program, March 24. He also spoke to an Air War College group on the same subject, March 10, in the Department. MARTHA MAUTNER, deputy director in the same office, addressed the state conference of Oregon Women in Agriculture; the Eugene, Corvallis and Salem, Ore., "Great Decision" organizations, as well as Oregon State and Willamette University groups, on Soviet related issues, March 15–17. She spoke to the media-diplomats seminar, in the Department, on U.S.-Soviet relations, March 23. DONALD GRAVES, division chief in the Soviet Internal Affairs Division, spoke on Soviet leadership, at the Army War College, Carlisle Barracks, Pa., April 1. IGOR BELOUSOVITCH, analyst, discussed Soviet internal trends with a group of business executives participating in a Brookings Institution advanced study program, March 11. Analyst FRANK CRUMP gave a talk on southern Africa at Kirkwood Presbyterian Church in Springfield, Va., March 15. Analyst WAYNE LIMBERG, Soviet Foreign Political Division, attended a NATO military estimates meeting in Brussels, Belgium, March 22–April 1. JAMES BODNAR, analyst in the East European Division, participated in the NATO regional experts meeting, also in Brussels, March 17–19. ISABEL KULSKI, chief of the Soviet Foreign Political Division, participated in a NATO exercise in Brussels, March 8–12.

The director of inter-American analysis, WILLIAM KNEPPER, was the Department's representative at the semiannual NATO Latin American experts meeting, in Brussels, March 3–4. While in Brussels, Mr. Knepper also met with the head of the Economic Community's Latin American Deaprtment ... DEAN WELTY, analyst in the Office of Analysis for East Asia and the Pacific, participated in a three-day seminar on North and South Korea, March 24–26, at Tysons Corner, Va. The seminar was given under the auspices of CIA's Office of East Asian Analysis ... HUGH DE SANTIS, special assistant for regional political-military affairs, addressed faculty and students at Temple University, Philadelphia, on "European Perceptions of U.S. Foreign Policy," April 1. Mr. De Santis' paper on "French Security Policy: The Policy of Continuity" was presented at the International Studies Association conference in Cincinnati, March 25. Mr. De Santis and JOHN HOSTIE, analyst in that Office, chaired a seminar for an outgoing class at National Defense University on the political-military role of France and the Benelux countries in Europe, March 9 ... MICHAEL E. PARMLY, analyst in the Division for Southern Europe, addressed the advanced area studies course at the Foreign Service Institute on Spanish and Portuguese foreign policy, March 25. FRANK RICCIARDONE, analyst in the same office, lectured on U.S.-Turkish relations and Turkish foreign policy, at a seminar at Wright-Patterson Air Force Base, O., March 24. He also participated in a bureau-sponsored conference on Iran and the Persian Gulf, April 2. ☐

GEORGETOWN, Guyana—Charge d'affaires *Dennis C. Goodman* presents Certificate of Service to Foreign Service national *Rufus St. C. Pillai*, who retired after 35 years' service.

Inter-American Affairs

The bureau is sponsoring two unpaid work/study interns for the spring semester. JOHN W. BRANDT, a junior at Monmouth College, will be working in the Office of Central American Affairs, and MARK P. TALLY, a junior at Dartmouth College, will be working in the Office of Policy Planning ... MYLES FRECHETTE, director of Cuban affairs, has made the following public appearances to talk about Cuba—at American University, Georgetown University, Harvard University, on National Public Radio, on ABC's "Good Morning America" and on NBC's "Nightly News" ... JOSEPH SULLIVAN accompanied the official U.S. delegation of observers to El Salvador for the March 28 elections. ROBERT MORLEY accompanied the congressional delegation to Central America and Jamaica led by House majority leader JIM WRIGHT (D.-Tex.), April 7–19 ... DALE M. POVENMIRE, labor adviser, Office of Regional Political Programs, represented the bureau at an American Institute for Free Labor Development-sponsored meeting of labor leaders from the Caribbean and Central America, in Miami, February 17–18 ... GEORGE F. JONES, director, Office of Regional Political Programs, represented the bureau on a negotiating team which traveled to Tegucigalpa, Honduras, March 27–31 ... SHIRLEY T. TAYLOR, secretary with the Regional Political Programs Office, traveled to Bridgetown, Barbados, April 6–12, to assist embassy staff with preparations for the visit by the President and SECRETARY HAIG. ☐

International Narcotics Matters

Assistant Secretary DOMINICK L. DiCARLO testified on March 18 before the House Appropriations Subcommittee on Foreign Operations in support of the fiscal year 1983 budget. He emphasized the priority on eliminating narcotic drugs at the source through crop control ... Mr. DiCarlo and PAUL J. GLASOE, chief, Americas Division, Office of Program Management, traveled to Mexico to participate in a bilateral review of the Mexican opium eradication program, in late March. They met with the Mexican attorney general and officials of his staff to discuss the conduct and results of ongoing, bureau-supported narcotics control programs. En route back to Washington, Mr. Glasoe stopped at the El Paso Intelligence Center for briefings on the capabilities and activities of this multi-agency, anti-narcotics information facility.

Deputy assistant secretary CLYDE D. TAYLOR presented a paper, March 26, on U.S. international narcotics policy, at a seminar of the International Studies Association, in Cincinnati ... Mr. DiCarlo and MATTHEW H. VAN ORDER, training officer, Office of Program Management, traveled to the Federal Law Enforcement Training Center, Glynco, Ga., April 1–2, where Mr. DiCarlo addressed the graduates of the Drug Enforcement Administration's first class for anti-narcotics enforcement officers and met with officials of the training branch.

Foreign visitors to the bureau included HUGO PAVOA de SILVA, head of the national police, Brazil; General JAMAL MAIMAN, director general of narcotics, Saudi Arabia; ISTVAN BAYER, director, National Institute of Pharmacy, Hungary; and Lt. Gen. FAZLE HAQ, governor and martial law administrator of the northwest Frontier Province, Pakistan. ☐

KUWAIT—Ambassador *Francois M. Dickman* presents gift to *Frances Waneta Brown*, communications program officer, who retired from the Foreign Service after 21 years.

Near Eastern and South Asian Affairs

Assistant Secretary NICHOLAS A. VELIOTES addressed a group of business executives at a Brookings Institution roundtable in Washington, April 7. On April 1, Mr. Veliotes spoke to leaders of the National Council of Churches on current tensions in the Middle East. On March 19, he addressed an ICA foreign policy seminar for senior officers. On March 25, he addressed the School of Advanced International Studies energy conference, Johns Hopkins Foreign Policy Institute.

Deputy assistant secretary MORRIS DRAPER briefed the media-diplomat seminar, March 24, on the Middle East and the Persian Gulf, in the Department. The group included editorial writers from around the country. On March 27, Mr. Draper participated in a colloquium at the University of Notre Dame, on Lebanon and the prospects for war and peace in the Middle East . . . Deputy assistant secretary JOSEPH TWINAM addressed a military policy symposium at Army War College, Carlisle Barracks, Pa., April 5, on the Middle East. On March 8–9, Mr. Twinam addressed a special energy conference in Houston, Tex., on "Outlook for Crude Oil." Mr. Twinam also addressed the International Trade Institute at Kansas State University, Manhattan, Kans., March 22, on U.S.-Arab social and political relations . . . Deputy assistant secretary DAVID SCHNEIDER traveled to Chicago, March 21, to address the Afghanistan Day Committee there on the continuing Soviet occupation of that country.

GEORGE LAMBRAKIS, director, Office of Regional Affairs, participated in a workshop on southwest Aisa, at the School of Advanced International Studies, April 16. On March 3, Mr. Lambrakis briefed a Foreign Service Institute group on Middle East military affairs. On March 5–6, he traveled to Chicago to brief the world affairs conference hosted by Chicago urban groups, as part of an adult education program of Prairie State College . . . CHARLES HILL, director, Israeli and Arab-Israeli affairs, addressed undergraduate members of the Yale Political Union, on Middle East Affairs, in the Department, March 8. On March 10, Mr. Hill spoke to the Council of Jewish Federations on American-Israeli relations and Middle East affairs in general. On March 16, he spoke to a group of rabbis of the Union of American Hebrew Congregations in New Jersey, briefing them on American-Israeli relations. On March 25, Mr. Hill addressed the foreign policy semester of the Washington Semester Program of American University, on the Middle East peace process . . . ED PECK, director for Egyptian affairs, traveled to Cairo, February 25–March 5, for consultations with embassy officers . . . On March 9, RALPH LINDSTROM, director for Iranian affairs, traveled to Fort Stewart, Ga., where he spoke to senior Army officers on Middle East affairs . . . On March 2, QUINCEY LUMSDEN, Arabian Peninsula affairs, spoke to a Foreign Policy Seminar group from Kent State University that was visiting the Department . . . THOMAS MILLER, Office of Israeli and Arab-Israeli Affairs, addressed a Council of Jewish Federations group from Denver, April 20. On March 17 he briefed a group of doctors from Connecticut on American-Israeli relations . . . NED WALKER, Office of the Special Negotiator, addressed a group of community leaders in Charleston, W. Va., March 25, on the Camp David approach to Middle East peace. The meeting was jointly sponsored by the Bureau of Public Affairs and the University of Charleston . . . LEONARD SCENSNY, Office of Egyptian Affairs, briefed an architectural group going to Egypt as part of the People-to-People Program, April 22. On March 22, Mr. Scensny and RICHARD DOTSON, Arabian Peninsula Affairs, addressed a group of students and faculty members from Harding College on the subjects of Egypt and Saudi Arabia . . . On April 26 ARTHUR BERGER, Office of Public Affairs, talked to a group from the Mission Board of the Council of Jewish Federations. On April 1 he talked to a group from the Council of Jewish Federations of Northern New Jersey . . . On March 4, ROBIN RAPHEL, Office of Israeli and Arab-Israeli Affairs, addressed a special group from the Council of Jewish Welfare Federations of Waterbury and Danbury, Conn. on the Middle East . . . DAVID WELCH, Syrian country officer, addressed a foreign policy seminar at Montgomery College, March 10, on peace and security in the Middle East. On March 15, Mr. Welch participated in an alumni panel discussion on Foreign Service careers for students of the Fletcher School of Law and Diplomacy, during their annual visit to Washington and the Department . . . TED CUBBISON, Office of Israeli and Arab-Israeli Affairs, spoke to a group from the Mission Board of the Council of Jewish Federations on U.S.-Israeli relations, April 21 . . . RICHARD DOTSON, Office of Arabian Peninsula Affairs, traveled to Wright-Patterson Air Force Base, near Dayton, O., March 17, to address a seminar of senior officers assigned to embassies abroad, on the Middle East generally, with special emphasis on the Arabian Peninsula . . . STEPHEN EISENBRAUN, political officer for India, talked to adult education classes at Anne Arundel Community College, Annapolis, on dilemmas in U.S. foreign policy formulation . . . HOWARD B. SCHAFFER, office director, and Mr. Eisenbraun traveled to Cape Kennedy, April 8, to observe the launch of an Indian communications satellite. They later traveled to

Los Alamos, N.M., to attend a course on nuclear energy. ☐

Sinai Support Mission

SWAIN A. BRITT, support communications officer, completed his tour of duty at the Sinai Field Mission and departed April 2 on direct transfer to the U.S. mission in Geneva. ☐

Oceans and International Environmental and Scientific Affairs

The third UN conference on the law of the sea reopened, March 8, in New York, with the U.S. delegation being chaired by Ambassador JAMES L. MALONE. This session was expected to continue until the end of April. Prior to the opening, Mr. Malone delivered a speech at Chatham House in London regarding the U.S. approach to the law of the sea.

The principal deputy assistant secretary, HARRY R. MARSHALL JR., led the U.S. delegation in a meeting, February 16–17, to discuss nuclear energy matters with representatives from the French energy and foreign offices. JEAN-BERNARD OUVRIERU, the French representative to the International Atomic Energy Agency, led the French delegation. During the week of March 14, the new director general of the agency, HANS BLIX, visited Washington. He met with Under Secretary RICHARD T. KENNEDY, Mr. Marshall and other Department officials to discuss various agency-related issues ... On March 30 and April 5 executive officers from the nine electrical utilities in Japan visited the United States. These representatives met with Mr. Marshall; the newly-appointed deputy assistant secretary for nuclear affairs, JAMES B. DEVINE; and representatives from the Department of Energy, to discuss various matters involving U.S.-Japan nuclear cooperation. Mr. Devine had served in the bureau before becoming deputy director of the international affairs staff at the Nuclear Regulatory Commission ... On April 2, Mr. Marshall testified at a joint hearing of two subcommittees of the House Foreign Affairs Committee, regarding possible U.S. nuclear cooperation with Mexico. He was accompanied by Ambassador FRANK T. CRIGLER from the Bureau of Inter-American Affairs and HAROLD BENGELSDORF, director of the Nuclear Affairs Office at the Department of Energy ... FREDERICK McGOLDRICK has been appointed director of the Office of Nonproliferation and Export Policy, in the bureau's nuclear division. He came to the bureau from the Department of Energy, where he was deputy director of the Nuclear Affairs Office.

On March 11, Ambassador RICHARD E. BENEDICK, coordinator of population affairs, spoke on population and U.S. foreign policy, at the Foreign Service Institute's mid-level course. On March 12, he participated at a luncheon at the Capitol, at the presentation of the second annual awards for media excellence in population reporting to the Cable News Network, the New York Times, Frankfurter Allgemeine and other organizations. On this occasion, Mr. Benedick gave a taped interview to the Public Broadcasting Service. On March 23, Mr. Benedick participated in a symposium at the Aspen Institute, Wye Plantation, Md., on "Human Reproduction and Natural Law." The meeting brought together biologists, medical doctors and moral theologians from Europe, Australia, Latin America and the United States, including Father JOSEPH FUCHS of the Gregorian University in Rome. JOHN M. YATES, Office of the Coordinator of Population Affairs, was at the Foreign Service Institute, for Portuguese language training in preparation for his next assignment as charge d'affaires in Cape Verde.

JOHN P. BORIGHT, director, Office of Nuclear Technology and Safeguards, presented a lecture and chaired a panel discussion at the international training course in state systems of accounting, and control of nuclear materials, in Los Alamos, N.M., February 15–17.

STERLING JOHNSON has joined the Office of Fisheries Affairs as the junior fisheries officer for the Atlantic. Mr. Johnson was formerly at the embassy in Lima, Peru, where he served as consular/political rotation officer. STEPHEN SAVAGE, formerly stationed at the consulate general in Bermuda as vice consul and economic/commercial officer, has also joined the fisheries office, where he is serving as the junior fisheries officer for distant water fisheries. JAMES A. STORER, director of the office, traveled to Korea and Japan during March. The purpose was to conduct a series of seminars on U.S. fishing policy and fisheries enforcement within the U.S. 200-mile Fisheries Conservation Zone. Members of the delegation included Lieutenant Commander RICHARD CASHDOLLAR, Coast Guard liaison officer to the Department; CRAIG HAMMON, deputy chief of enforcement for the National Marine Fisheries Service in Alaska; and Commander PETER BUSICK, chief of enforcement for the Coast Guard in Alaska. Mr. Storer also consulted with government officials concerning their negotiations with the United States for renewal of their governing international fisheries agreement.

LISLE ROSE has joined the Office of Advanced Technology. He formerly served as polar affairs officer in the Office of Oceans and Polar Affairs. AHMED MEER, deputy director of the office, was alternate U.S. representative at the meeting of the Committee on the Peaceful Uses of Outer Space, in New York, March 22–April 6 ... FELIX DOROUGH, director, Office of Science and Technology Support, served as alternate U.S. representative to the first session of the UN Ad Hoc Group on Science and Technology for Development, in New York, March 1–5.

During March, the following officers were on consultations in the Department and with other Washington technical agencies: DANIEL SERWER, science counselor, Brasilia; JOHN M. JOYCE, science counselor, Moscow; RICHARD GETZINGER, science counselor, Ottawa; ROBERT GOECKERMANN, science counselor-designate, Stockholm; JOHN GOSNELL, science attache-designate, Beijing; and JEFFERY LUTZ, science attache, Mexico ... LINWOOD R. STARBIRD has joined the bureau as deputy director of the Office of Cooperative Science and Technology Programs. He had been on detail with the Environmental Protection Agency, where he was the U.S. executive secretary for the U.S.-USSR environmental agreement. He also helped negotiate the U.S.-People's Republic of China environmental protection protocol, and became the U.S. coordinator for that program ... JOHN C. ZIMMERMAN, who was the regional science attache in Bucharest, Romania, has returned to the bureau to conduct a review of the Department's Science and Technology Advisory Committee before beginning work in the Office of Cooperative Science and Technology Programs as program officer for the science and technology programs in Latin America and Spain. ☐

Politico-Military Affairs

Director RICHARD BURT appeared on the MacNeil-Lehrer Report television show, March 16, to discuss the administration's view of the Brezhnev arms control proposal for nuclear forces in Europe. On March 17, Mr. Burt addressed the Council on Foreign Relations in New York on "Nuclear Weapons and the Alliance." Mr. Burt appeared with Deputy Secretary WALTER J. STOESSEL at the March 22 State Department press conference which released the Secretary's report to Congress entitled "Chemical Warfare in Southeast Asia and Afghanistan." Lieutenant Colonel FREDERICK S. CELEC, from the bureau's Office of Theater Military Policy, participated with other officers of the Departments of State and Defense on the panel of specialists which answered questions on chemical weapons use from the press. On the same day Mr. Burt testified on chemical weapons use, before the Subcommittee on Strategic and Theater Nuclear Forces of the Senate Armed Services Committee. Mr. Burt testified on March 30 before a joint session of the Subcommittee on Asian and Pacific Affairs and the Subcommittee on International Security and Scientific Affairs of the House Foreign Affairs Committee on chemical weapons use. On April 4, Mr. Burt appeared on the ABC television show

"This Week with David Brinkley" to discuss the proposed nuclear weapons freeze in the context of the U.S.-USSR strategic balance. Mr. Burt traveled to Brussels to chair the April 5–6 meeting of the special consultative group which reviewed the progress of the intermediate-range nuclear forces negotiations in Geneva. GREGORY W. SANDFORD of the Office of Theater Military Policy accompanied Mr. Burt to the Brussels meeting.

Deputy director LESLIE H. BROWN traveled to Honduras, March 29–31, with RICHARD HAASS, director of the Office of Regional Security Affairs, for discussions on the improvement of air facilities in Honduras, and the use of these facilities by the United States. On April 7 Mr. Brown participated as a discussion leader at the Brookings Institution session of its Policy Roundtables for Corporate Executives, on the subject of U.S. arms transfer policy. Deputy director STEFAN HALPER attended the annual security consultative meeting in Seoul, Korea, in late March. Following this meeting Mr. Halper traveled to Tokyo, Singapore, Bangkok and Manila for consultations with defense and foreign ministry officials. Deputy director ROBERT W. DEAN traveled to Washburn University in Topeka, Kan., March 24, to participate in a debate with ADAM YARMOLINSKY on nuclear weapons and arms control issues, for a television show on the Public Broadcasting System. On March 28, Mr. Dean presented an address on the same topic to a foreign policy conference at Columbia University, sponsored by Congressman TED WEISS (D-N.Y.). Ambassador JAMES GOODBY visited Cape Canaveral with other members of the U.S. strategic arms reduction talks delegation, to receive briefings by the Navy on Trident submarine operations. Special assistant JON T. SMRTIC presented an address on the formulation of U.S. national security policy, to a group of 70 foreign military officers from 18 countries, March 25, in Washington. On March 30, Maj. Smrtic addressed a group of 65 American military officers from the Institute for Military Assistance on current issues in politico-military affairs, during the group's annual Washington visit.

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deleted, not available for

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Lieutenant Colonel FREDERICK S. CELEC of the Office of Theater Military Policy participated as a member of the interagency team of specialists which traveled to various world capitals in Europe, the Near East and Asia, March 25–April 27, to brief governments regarding the Secretary's report to Congress on chemical warfare in southeast Asia and Afghanistan ... RICHARD M. OGDEN, director of the Office of Security Assistance and Sales, attended the European Command Security Assistance Conference, March 31–April 2, in Stuttgart, Federal Republic of Germany. Mr. Ogden spoke on security assistance trends in the 1980s and participated in conference workshops. KENNETH HILL, deputy director of the Office of Security Assistance and Sales, departed the bureau, April 9, for Bulgarian language classes prior to assuming his duties as deputy chief of mission in Sofia. JAMES E. TAYLOR of the Office of Security Assistance and Sales attended the executive course at the Defense Institute of Security Assistance Management, at Wright-Patterson Air Force Base, March 22–26 ... On March 25, GREGORY M. SUCHAN, of the Office of Strategic Nuclear Policy, addressed the students and faculty of Moravian College, Bethlehem, Pa., on "Soviet and U.S. Perspectives of the Arms Race."

JOSEPH P. SMALDONE, chief of the Arms Licensing Division, Office of Munitions Control, spoke on March 4 at the Foreign Service Institute on "The Arming of Africa." Mr. Smaldone also attended a seminar in Washington on March 25 sponsored by the Inter-University Seminar on Armed Forces and Society. ... WILLIAM RENNAGEL, director of the Technology Transfer Assessment Staff, traveled to Cincinnati, March 24–27, to participate in the annual International Studies Association convention. Mr. Rennagel was responsible for arranging 12 panels for the section on military studies, in addition to chairing a panel on "Weapons Modernization and Arms Control. ☐

Public Affairs

Office of the Assistant Secretary: FRANCIS D. GOMEZ has returned from a six-day speaking trip to Florida and Jamaica. He spoke to university students; did editorial backgrounders, television tapings, radio broadcasts, press briefings and newspaper interviews; met with leaders of the Latin Chamber of Commerce and the Coral Gables Chamber of Commerce and International Center; addressed the President's Caribbean Council; and met with American businessmen. His theme was U.S.-Caribbean relations.

Office of the Executive Director: DIANA McCAFFREY was transferred to the Office of Public Communications, Public Correspondence Division, on April 19. MARY ROKEY was detailed to the law of the sea conference in New York, April 19–30.

Office of the Historian: JANET HEINAGER joined the staff on April 5.

Office of Intergovernmental Affairs and Public Liaison: JAYNE PLANK joined this unit April 5 as director.

Office of Public Programs: ELAINE SMITH, chief of the Northern Division, retired on April 16. On the same day, MARY JONES was transferred to the Bureau of African Affairs. ☐

Refugee Programs

Ambassa[illegible]RD D. VINE, director of the bureau, [illegible] a U.S.-Indochinese refugee program conference in Manila, March 2–5. Participating were representatives of the U.S. Government and American private voluntary agencies involved in the resettlement of Indochinese refugees to the United States, from camps in Southeast Asia. Mr. Vine also visited Tokyo, February 28–March 1, and Hong Kong and Bangkok, March 6–14, where he discussed refugee issues with host country and U.S. Government officials.

ROBERT L. FUNSETH joined the staff on March 29 as acting deputy assistant secretary for refugee admissions. DOUGLAS J. HARWOOD, executive director, visited the refugee offices in southeast Asia, to review administrative support functions. ROBERT J. VALAS, chief of the Financial Analysis and Evaluation Division, visited the joint voluntary agencies at refugee posts in southeast Asia, to review their contract budgets and programs. HENRY B. CUSHING, director of refugee admissions, processing and training, visited southeast Asia to review the operational aspects of the U.S. resettlement program. He discussed, with host country senior officials, ongoing first-asylum and resettlement issues.

The former refugee coordinator at the American embassy in Bangkok, LIONEL ROSENBLATT, has received a Royal Thai Government decoration for his accomplishments since 1975 in the refugee and relief field. The award—Commander of the Most Exalted Order of the White Elephant—conferred in the name of His Majesty the King of Thailand, cites Mr. Rosenblatt's assistance to Thailand in coping with the refugee influx and the Cambodian famine. This was the first time the royal award has recognized service in these fields. It was seen as symbolizing the close Thai-U.S. partnership on humanitarian problems, and the appreciation of the Thai government for the leading U.S. role in resettling Indochinese refugees and supporting relief programs for the Cambodian people.■

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Letters to the Editor

—(Continued from Page 1)

'Good Work'—but . . .

BETHESDA, MD.

DEAR SIR:

I've been meaning to write long before this to applaud your publication—a tremendous improvement over the old Newsletter—but I guess it's that "retirement syndrome" which has me captive.

Having softened you up, may I make a suggestion? I find your method of selecting the page numbers of the photos you present with your index confusing . . .

Keep up the good work! (And can't State do *something* about its terribly dark, dark photos? The one of Mr. Stoessel (cover, March) is great, but the others are almost in the negative category!)

Sincerely,
LILLIAN F. BLACK
(Formerly with Public Affairs)

Aside to Ms. Black: We intend to adopt your suggestion as to photo page numbers. The "dark, dark" photos are a production problem. We have been after our private printing contractor on this score. ☐

Improper term

WASHINGTON

DEAR SIR:

I noted with interest in the April edition of STATE that in a photograph caption on Page 63, you identify Mr. Charles Dunbar as "acting" U.S. chargé.

For the benefit of the readers, could you provide us with the definition of an "acting chargé d'affaires" and explain how it differs from that of a "chargé d'affaires?"

Yours sincerely,
BRYAN H. BAAS
International Organization Affairs

We erred in using the term "acting." Chargé d'affaires ad interim is the proper title for an officer who is temporarily *in charge of a diplomatic post in the absence of the chief of mission.* ■

Transfer Tremors . . . . *.by ebp*

I was almost transferred to SUVA, but I got the FL'Its and wouldn't go.

I was almost transferred to VENEZUELA but, when I went to buy a CAR, A CASh payment was required, and I couldn't afford it.

I was almost transferred to PANAMA but, instead, I went to JaPAN, A MAjor change in areas.

New Directives

Organization and functions

The following organizational changes have been made in the Bureau of Public Affairs: (1) the Office of Press Relations (S/PRESS) was transferred to the bureau as PA/PRESS; (2) certain functions of state and local governments (S/SLG) and matters pertaining to world fairs and expositions (formerly in IO) were transferred to a new Office of Intergovernmental Affairs and Public Liaison (PA/IPL); and (3) classification/declassification responsibilities provided to the Classification/Declassification Center were added. (TL:ORG–143)

The functional statement for the Office of the Under Secretary for Management has been revised to reflect the responsiblity for matters concerning the Office of Small and Disadvantaged Business Utilization and the Office for Combatting Terrorism. (TL:ORG–144)

The Bureau of Administration has established an Information Systems Security Staff (A/ISS) to manage a comprehensive Department-wide automation security program, and to provide guidance and assistance to Department components on general automated security programs. (TL:ORG–145)

Personnel

The validity of FAMC No. 11, "Appointment Authorities and Processes," dated February 13, 1981, has been extended to February 11, 1983. (Uniform State/AID/USICA/Agriculture/Commerce Issuance) (FAMC No. 82–10)

The validity of FAMC No. 9, "The Senior Foreign Service of the United States," dated March 6, 1981, has been extended to March 4, 1983. (Uniform State/AID/USICA/Agriculture/Commerce Issuance) (FAMC No. 82–11)

FAMC No. 82–12, dated March 12, 1982, transmits corrected Page 7 (and its companion Page 8) of FAMC No. 81–57, "Senior Foreign Service Performance Pay," which was issued November 13, 1981. (Uniform State/AID/FAS/Commerce Issuance) (FAMC No. 82–12)

The provisions of the Foreign Service Act of 1980 on mandatory retirement have been implemented in 3 FAM 730, which has been completely revised. Major changes are: (1) mandatory retirement for age; (2) mandatory retirement for expiration of time-in-class (TIC); (3) limited career extensions (LCE); (4) senior threshold; (5) mandatory retirement based on relative performance; (6) responsibilities of performance standards boards (PSBs) and special review boards; (7) mandatory retirement of former presidential appointees; (8) effective date for retirement; (9) postponement of effective date of retirement; (10) time-in-class (TIC) calculation; and (11) transition provisions. (TL:PER–512)

General Services

A new policy to govern domestic relocation allowances has been issued. It provides for reimbursement of travel and transportation expenses incurred by Foreign Service personnel who are transferred between duty stations within the United States. The effective date for this policy was November 5, 1981. (Uniform State/AID/ USICA/Commerce/FAS Regulation) (TL:GS– 293) ☐

International radio group to meet May 19

Study Group 4 of the U.S. Organization for the International Radio Consultative Committee will meet on May 19 at 10 a.m. in the first-floor theater, Communications Satellite Corp. building, 950 L'Enfant Plaza S.W. The group deals with matters relating to systems of radiocommunications for the fixed service using satellites. The purpose of the meeting is to review the results of the 15th plenary assembly, and Group 4's organization, schedule and work program.

The public may attend the meeting and join in discussions, subject to instructions of the chairman. Requests for information should be directed to Gordon Huffcutt, State Department, Washington, D.C. 20520, telephone (202) 632-2592. ☐

Obituaries

Eric Dannerhoj, 37, an administrative officer assigned to Casablanca since 1979, drowned there in a windsurfing accident on March 23.

Mr. Dannerhoj

Joining the Foreign Service in 1970, he was a cryptographic equipment operator in New York, at the U.S. mission to the United Nations, for two years. He also served in Valletta and Oslo as a supervisory communications officer, and in the Department as a general services officer in the Office of International Conferences.

Born in New York, Mr. Dannerhoj attended the New School for Social Research, 1963–65. From 1965–69, he served in the Army, earning several commendations that included the Vietnam Service Medal and the Vietnam Campaign Medal. Survivors include his wife and two sons, 7 and 4.

The family suggests contributions to the Cheshire Home for Crippled and Lame Children in Marrakech. Contributions may be sent via the American consulate general in Casablanca. ☐

Constantine (Stan) Warvariv, 57, agency director, Transportation and Telecommunications Directorate, Bureau of International Organization Affairs, died after a brief illness at his home in Silver Spring on April 6.

Mr. Warvariv

Mr. Warvariv served in Paris, 1974–78, as counselor and as deputy U.S. representative to UNESCO. In Washington, he was agency director for UNESCO affairs, 1972–73 and 1978–79. Early assignments in his career, which began in 1962, were to the Bureau of Educational and Cultural Affairs, as educational cultural officer. He was the recipient of Superior Honor and Meritorious Honor Awards.

Mr. Warvariv was born in the Ukraine. He earned a law degree at Heidelberg University, a master's at Columbia and a Ph.D. at the Ukrainian Free University in Munich.

Survivors include his wife, two daughters, a brother and a sister. ☐

Turner B. Shelton, 66, who served as ambassador to Nicaragua, in Central America, from 1970 until his retirement in 1975, died on March 3.

Mr. Shelton

Born in Virginia, he attended the University of Virginia and the University of Richmond. He worked in the motion picture industry before joining the Department of Treasury in 1942 as an advertising specialist, in the War Bonds Division. In 1946 he returned to the motion picture industry as an executive and producer.

Mr. Shelton was a consultant with the State Department, 1951–53. He then joined USIA, where his assignments included director of motion picture services; negotiator, U.S.-USSR cultural exchange agreement; and assistant to the director of European affairs regarding cultural arrangements with Romania.

Transferring to State in 1961, he was a special assistant on European affairs. From 1962–64, Mr. Shelton was counselor of legation in Budapest. After a Washington assignment as deputy special assistant to the assistant secretary for public affairs, he served as consul general and principal officer in Naussau, 1966–70.

Survivors include his wife. ☐

Theodore Cummings, 74, ambassador to Austria since 1981, died March 30 at Cedars-Sinai Medical Center in Los Angeles after a brief illness.

Born in Austria, Mr. Cummings moved to the United States in 1921, and became a resident of California in 1931. He worked in the retail food business, 1944–68, and was a former president and chief executive officer of Food Giant Markets. From 1960–72, he was chairman of the board of Pacific Coast Properties, a real estate firm in California. He also served on the Commission on Judicial Qualifications of the State of California, the California Hospital Commission, and was a member of the Committee on Health Service Industry and other civic groups. Active in community affairs, Mr. Cummings was chairman of the board of Cedars-Sinai and a trustee of the University of Southern California and the Hirshhorn Museum and Sculpture Garden.

Survivors include his wife, two daughters and six grandchildren. ☐

Ralph Hilton, a retired Foreign Service officer who served for many years in Latin America and who edited and contributed to a book published in 1978 entitled "Tales of the Foreign Service," died on March 13 after a long illness, at Hilton Head Hospital in South Carolina. He was 74.

Mr. Hilton had worked for the Associated Press as an editor and correspondent for 10 years. In 1943, he took a position in Lima for the Office of the Coordinator for Inter-American Affairs. He went on to serve as an information officer in San Jose, first secretary in Buenos Aires and counselor in Asuncion. His Department assignments included Foreign Service inspector; special assistant to the assistant secretary for inter-American affairs; director of the UNESCO Relations Staff, Inter-American Affairs; and special assistant in the Bureau of Security and Consular Affairs. Detailed to USIA in 1962, he served as executive secretary of the Joint Board of Examiners until retiring in 1964.

Mr. Hilton was born in Mississippi. He graduated from George Washington University in 1929. Survi-

AUSCHWITZ, Poland—On a visit to the infamous Nazi concentration camp, U.S. congressmen approach Death Wall to lay a wreath. From left: ***Arlen Erdahl*** **(R.-Minn.),** ***Michael Lowry*** **(D.-Wash.),** ***Ed Bethune*** **(R.-Ark.),** ***Thomas Downey*** **(D.-N.Y.),** ***David Obey*** **(D.-Wisc.),** ***Mickey Edwards*** **(R.-Okla.),** ***Matthew McHugh*** **(D.-N.Y.).** ***(Photo by Wieslaw Ksiazek)***

vors include his wife, a daughter, two stepsons, two sisters and three grandchildren. The family suggests contributions to Friends of the Library, c/o Hilton Head Island Library, P.O. Box 5033, Hilton Head, S.C. 29938. ☐

James J. Grusheski, 56, a general services officer who retired last year, died on March 16.

Mr. Grusheski was born in Massachusetts. He served in the Marine Corps for seven years before joining the Foreign Service in 1960. His overseas assignments included Nairobi, Salvador, Ismir, Kathmandu, Athens and Jakarta. Survivors include his wife, a son and a daughter. ☐

Warren H. McMurray, 61, a Foreign Service officer who retired in 1971, died on March 17. Beginning his career in 1951, he served as a regulations administrative specialist in New Delhi, Stockholm, Moscow, Saigon, Manila and Frankfurt. His Department assignments included chief of the Near Eastern, South Asian and African Branch, Division of Foreign Operations.

Mr. McMurray was born in Georgia. He served as a captain in the Army, 1943–49. Survivors include his wife. ■

Fund in memory of Richard Welch is established

A memorial fund has been established at Harvard University in honor of the late Richard S. Welch, first secretary at Embassy Athens, who was shot to death by terrorists in 1975. The fund is intended to explore the contribution of intelligence to the making of foreign and national policy.

Mr. Welch held assignments that included economic officer in Nicosia, political officer in Guatemala and Guyana and international relations officer in Lima before his assignment to Athens.

Tax-deductible contributions to the Welch Memorial Fund may be sent to Dean Bayley Mason, Kennedy School of Government, Harvard University, 79 Boylston Street, Cambridge, Mass. 02138. ☐

Library Booklist

Basic reference works for post libraries

General

BARTHOLOMEW (John) and Son, Ltd. *The Times atlas of the world.* Comprehensive ed. 5th ed. New York, Times Books, 1975. 223p. $79.50 G1019.B375

(Primarily physical-political maps. Includes index-gazeteer of approximately 200,000 place names.)

BARTLETT, John. *Familiar quotations; a collection of passages, phrases and proverbs traced to their sources in ancient and modern literature.* 15th ed. Boston, Little, Brown, 1980. 1,540p. $24.95 PN6081.B27

Blakiston's Gould medical dictionary: a comprehensive dictionary of the terms used in all branches of medicine and allied sciences. 4th ed. New York, McGraw-Hill, 1979. 1,632p. $35.00 R121.B62

Chicago, University. Press. *A manual of style: for authors, editors, and copywriters.* 12th ed. Chicago, Univ. of Chicago Press, 1969. 546p. $15.00 Z253.C572

Encyclopedia Americana. Danbury, Conn., Grolier Corp., 1982. 30 vols. $619.00

HOPE, A. Guy. *Symbols of the nations.* Washington, Public Affairs Press, 1973. 348p. $10.00 JC345.H6

(Provides historical information and illustrations of the flags and emblems of each country.)

MCCAFFREE, Mary Jane and Pauline Innes. *Protocol: the complete handbook of diplomatic, official and social usage.* Englewood Cliffs, N.J., Prentice-Hall, 1977. 414p. $14.95 BJ1853.M23

SATOW, Sir Ernest Mason. *A guide to diplomatic practice.* 5th ed. London, Longman's, 1979. 544p. $16.50 JX1635.S3

WEBSTER, Noah. *Webster's third new international dictionary of the English language, unabridged.* Springfield Mass., G. and C. Merriam Co., 1976. 2,662p. $75.00 PE1625.W31

Directories

Barron's profiles of American colleges. Woodbury, N.Y., 13th ed. due fall 1982. Price not set. L901.B26

DAY, Alan J., ed. *Political parties of the world: a Keesing's reference publication.* London, Longman's, 1980. 432p. $75.00 JF2011.B38

Gale Research Company. *Encyclopedia of associations.* 15th ed. Detroit, Mich., Gale Research, 1981. 2 vols. $315.00 HS17.G3

Lambert's worldwide government directory with intergovernmental organizations 1981. Washington, D.C., Lambert Publications, 1981. 779p. $125.00 JF1351.L25

Ulrich's international periodicals directory. 20th ed. New York, Bowker, 1981. 2,212p. $78.00 Z6941.P44

U.S. Bureau of Labor Statistics. *Occupational outlook handbook.* 1980–81 edition. Washington, D.C., G.P.O., 1980. 660p. $12.00 HF5382.B8

U.S. Central Intelligence Agency. National Foreign Assessment Center. *Chiefs of state and cabinet members of foreign governments: a reference aid.* Washington, D.C. (Published monthly. Available from the Documents Expediting Project, Library of Congress.) D11.C4

U.S. Congress. *Official Congressional directory.* 97th Congress. 1st session. Washington, D.C., G.P.O., 1981. 1,135p. $14.00 JK1011 1981

U.S. Department of State. Historical Office. *United States chiefs of mission, 1778–1973 by Richardson Dougall and Mary P. Chapman.* Washington, D.C., G.P.O., 1973. 229p. Supplement, 1973–1974. 48p. 1975 Departmental distribution. JX1706.A25

Who's who in America, 1980–1981. 41st ed. 2 vols. Chicago, Ill., Marquis, 1980. $89.50. E663.W561

Who's who in the world, 1980–1981. 5th ed. Chicago, Ill., Marquis, 1980. 1,062p. $59.50. CT120.W5

Yearbooks

Commodity year book 1981. New York, Commodity Research Bureau, 1981. 385p. $30.95 HF1041.C6

Europa Yearbook 1981: a world survey. London, Europa Publications, 1981. 2 vols. $180.00 D2.E83

(Provides detailed information on the political and economic institutions of all countries.)

PICK, Franz. *Pick's currency yearbook 1977–1979.* New York, Pick Publishing Corp., 1980. 22nd ed. $180.00 HG219.P5

The Statesman's yearbook 1981–1982: statistical and historical annual of the states of the world. New York, St. Martin's Press, 1981. 1,696p. $37.50. JA51.S7

United Nations. Statistical Office. *Statistical yearbook 1979/80.* New York, 1981. 31st ed. 891p. $60.00 HA42.U5

United Nations. Statistical Office. *Yearbook of international trade statistics 1979.* New York, 1980. 2 vols. $70.00 HF499.U5

United Nations. Educational, Scientific and Cultural Organization. *Statistical yearbook, 1981.* Paris, 1981. $104.00 AS4.U57

World almanac and book of facts, 1982. New York, Newspaper Enterprise Association, Inc., 1981. 976p. pap. $4.50 AY67.W8N5

Banking and commerce

American export register. New York, Thomas International, 1981. 2 vols. $75.00 HF3010.A6

(Formerly titled *American register of exporters and importers.*)

Bankers' almanac and year book 1980–81. East Grinstead, England, Thomas Skinner Directories, 1981. $120.00 HG 2984.B3 1980/81

(Lists banks throughout the world.)

Directory of American firms operating in foreign countries. 9th ed. New York, World Trade Academy Press, 1979. 3 vols. $125.00 HF3010.D5

Dun and Bradstreet, Inc. *Principal international businesses: the world marketing directory, 1982.* New York, 1981. 4,389p. $425.00

International directory of corporate affiliations 1981/82. Skokie, Ill., National Register Publishing Co., 1981. $157.00 HG4057.A35

Standard and Poor's register of corporations, directors and executives, 1982. New York, 1982. 3 vols. $270.00

United States: general

BAILEY, Thomas Andrew. *A diplomatic history of the American people.* 10th ed. Englewood Cliffs, N.J., Prentice-Hall, 1980. $21.95 E183.7.B3

MORISON, Samuel Eliot and Henry S. Commager. *The growth of the American republic.* 7th ed. New York, Oxford Univ. Press, 1980. 2 vols. $50.00 E178.M85

U.S. Bureau of the Budget. *The budget of the United States government, fiscal year 1983.* Washington, D.C. G.P.O., 1982. 623p. $7.50 appendix $17.00 HJ2051.A59

U.S. Bureau of the Census. *Statistical abstract of the United States 1980.* Washington, D.C., G.P.O., 1980. 1,059p. $14.00 HA202 1980

United States government manual, 1981–82. Washington, D.C., G.P.O., 1981. 948p. $11.00 JK421.A31

Law: U.S. and international

BLAUSTEIN, Albert P. and Gisbert H. Flanz. *Constitutions of the countries of the world.* Dobbs Ferry, N.Y., Oceana. Looseleaf. 16 vols. $75.00 per vol. JF11.C6

Code of federal regulations, containing a codification of documents of general applicability and future effect, as of January 1, 1981. Washington, D.C., G.P.O. Titles 1–50, and Index. Price for the set $525.00 K110.C61

U.S. Department of State. Office of the Legal Adviser. *Treaties in force: a list of treaties and other international agreements of the United States in force on January 1, 1981.* Washington, D.C., G.P.O., 1981. 388p. $9.50 JX236.A3

U.S. Laws, statutes, etc. *United States code annotated.* St. Paul, West Pub. Co. Titles 1–50, and Index. $996.00 annual subscription. K103.U5 ■

All the books listed here are in the Department of State Library, Room 3239.

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State

The Newsletter United States Department of State June 1982

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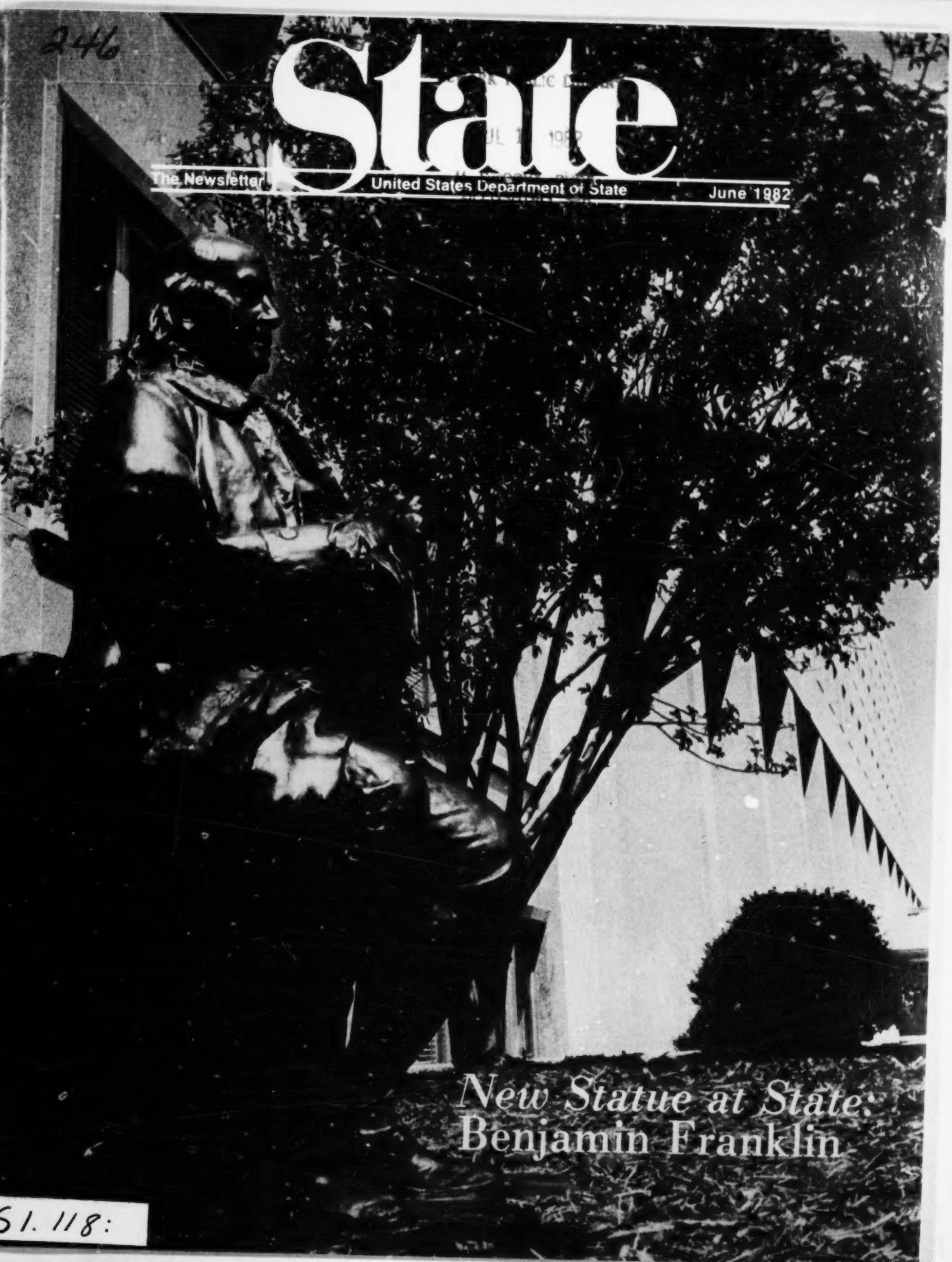

New Statue at State: Benjamin Franklin

S1. 118:

THE COVER—Paul Bartlett's bronze statue of Benjamin Franklin was dedicated on Foreign Service Day, May 7. The statue is near the diplomatic entrance to State. Story on Page 2. *(Photo by Robert E. Kaiser, Visual Services)*

United States Department of State

Letters to the Editor

Aw, shucks!

MILAN, ITALY

DEAR SIR:

My compliments to Mr. Watzman and your staff on your article "The Foreign Service Wunderkind" (April issue). The article did all of us a real service explaining how an important part of the Department works. It was written in a way that made reading about C&R real fun. How about a few more articles, in the same vein, on B&F, personnel assignments and OPR/ST, describing how they work on a day-to-day basis?

Sincerely,
ANTHONY C. PERKINS
Consul □

New Office for STATE

STATE has moved its editorial office from Room 4515 to Room B–266 in the main State building. Its telephone numbers are unchanged—extensions 22019, 21648 and 21743. STATE welcomes visits to its office by persons with story ideas, photographs or other material for the magazne. Department bureaus and offices wishing to submit material for publication should have the copy (double-spaced, with all terms and titles spelled out: *no acronyms, please*) hand-carried to Room B–266. Take an elevator at the southeast corner of the building—near the juncture of Corridors 2 and 9—to the B level. STATE is a short distance from the elevator—to the left of it as you emerge. Cathy Lawson will greet you.

Looking for a sure thing? Let the Payroll Savings Plan be your ace in the hole. There's never a gamble with U.S. savings bonds. Just a good deal for you and your country.

State

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Your colleagues in Brazil, Central African Republic, Chile, Dominican Republic, Egypt, Finland, Japan, Kenya, Lebanon, Mozambique, New Zealand, Soviet Union, Upper Volta and Zaire tell what it's like.

Editorial Staff
Executive editor Francis J. Matthews
Editor Sanford (Whitey) Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Catherine Lawson □

STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right.

Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 632-2019, –1648 and –1742.

Although primarily intended for internal communications, STATE magazine is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Domestic subscription rate is $13.00 a year. There is an additional charge of $3.25 for foreign mailing. A single copy sells for (domestic) $2.25; (foreign) $2.85 □

Foreign Service Day

'Alumni' return to Department for 17th annual event

Elbrick, Habib, Henderson are honored; Col. Ray is eulogized

MORE THAN 700 retired Foreign Service employees and their spouses returned to the Department for the 17th annual Foreign Service Day, May 7.

Highlights of the "homecoming" and reunion included awards to two retired ambassadors—C. Burke Elbrick and Philip C. Habib, dedication of a bronze statue of Benjamin Franklin, near the diplomatic entrance, and unveiling of a memorial plaque honoring the late Lieutenant Colonel Charles Robert Ray, of Embassy Paris, who was slain by terrorists last year.

The reunion was sponsored by the Department, the American Foreign Service Association (AFSA) and Diplomatic and Consular Officers, Retired (DACOR).

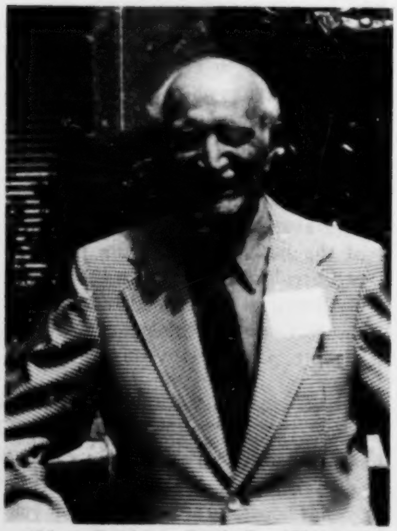
It featured a message from President Reagan, an address by Secretary Haig and remarks at a luncheon by Judge William P. Clark, assistant to the President for national security affairs. The program also included a salute to "Mr. Foreign Service," Ambassador Loy W. Henderson, who is to be 90 this month (on June 28); off-the-record presentations on current issues, by Department officials; a series of seminars and workshops; several question-and-answer sessions; and an evening reception in the Benjamin Franklin Room. Retirees had come to these events from all sections of the nation.

Awards to Elbrick, Habib

Mr. Elbrick received the Foreign Service Cup on behalf of DACOR, AFSA and the American Foreign Service Protective Association. Mr. Elbrick was lauded for "outstanding contributions to the conduct of foreign relations . . . over a span of 40 years"—as a Foreign Service officer, assistant secretary for European affairs and ambassador to Portugal, Yugoslavia and Brazil. He has attained the rank of career ambassador—highest in the Service. A past president of DACOR, he received the

Ambassador Elbrick with director general Clark. (Photo by Glenn E. Hall, Visual Services)

Ambassador Habib



"Mr. Foreign Service". *(Photo by Richard F. Jimney, Visual Services)*

Col. Ray. (U.S. Army photo)

silver Paul Revere bowl from Ambassador Maurice M. Bernbaum, the current president.

Mr. Habib, who was not present, was honored with the Director General's Cup. He won praise for being an "uncanny observer and a forthright reporter" and for his role in minority recruitment. Since his retirement, Mr. Habib was recalled to active service by Presidents Carter and Reagan for special missions to the Caribbean and the Middle East. The citation termed his efforts in the Mideast as a significant factor "in keeping that volatile region from exploding into war." Mr. Habib was traveling abroad. The cup was accepted for him by Morris Draper, deputy assistant secretary for Near Eastern and South Asian affairs, from director general Joan M. Clark.

'Mr. Foreign Service'

Ambassador Henderson was a guest at the head table. In proposing a toast to him, Miss Clark said: "Loy served in the Foreign Service for 39 years. He entered in 1922, prior to the Rogers Act ... After a stunning career serving under 10 secretaries of state in such posts as Queenstown, Riga, Moscow, Iraq, India and Nepal, he ended in Washington eventually as deputy under secretary for administration. In that position, he left his mark on the Foreign Service—so deeply, in fact, that our major conference room is named in his honor."

Col. Ray

Following the awards, the retirees went to the Diplomatic Lobby to hear Secretary Haig and AFSA president Charles Whitehouse eulogize Col. Ray. An Army honor guard stood at attention as Mr. Haig read President Reagan's tribute, adding one of his own. [The texts of the President's and Secretary's remarks are on Page 4.]

Ambassador Whitehouse asserted: "The ever-increasing number of our colleagues who have sacrificed their lives while on assignment abroad bears mute testimony to the perils of the Foreign Service in today's dangerous and uncertain world ... I know we can all be confident our country will continue to be well served by the Foreign Service."

The Franklin statue

At the morning session, Under Secretary for Management Richard T. Kennedy dedicated the Franklin statue. It had been brought here only two days earlier as a sequel to the bicentennial of the Department, which was marked last year. Mr. Kennedy recalled the Founding Father's career, noting that he was America's first professional diplomat, and the first U.S. minister to be received by a foreign government (France, in 1779). The statue is a copy of the original by American sculptor Paul Bartlett, which is in the garden at the U.S. embassy in Paris. Funds for the statue were donated by private citizens (see list on adjoining page). Mr. Kennedy hosted a reception for the donors, in the Benjamin Franklin Room, on the evening before Foreign Service Day. Another speaker was Ambassador Francis Terry McNamara, U.S. envoy to Gabon and to Sao Tome and Principe, who, as the Department's bicentennial coordinator, helped obtain the statue for the Department.

Speakers at the morning sessions in the Dean Acheson Auditorium included Under Secretary for Political Affairs Lawrence S. Eagleburger, who discussed foreign policy issues, and Mr. Kennedy, who spoke on resources for the conduct of foreign affairs and also on nuclear nonproliferation. (In addition to his management post, Mr. Kennedy is U.S. representative to the International Atomic Energy Agency, with the rank of ambassador.)

Panel members

The panels at the afternoon seminars and workshops consisted of the following:

SOUTHERN AFRICA—*Frank G. Wisner II*, deputy assistant secretary for African affairs, principal presentor; *James K. Bishop*, deputy assistant secretary for African affairs; *Michael G. Wygant*, director, Office of Public Affairs, Bureau of African Affairs.

INTER-AMERICAN AFFAIRS—*Everett E. Briggs*, deputy assistant secretary for inter-American affairs, principal presentor; *Robert J. Ryan Jr.*, director, Office of Economic Policy; *Lowell C. Kilday*, director, Office of Brazilian Affairs; *L. Craig Johnstone*, director, Office of Central American Affairs.

NEAR EASTERN AND SOUTH ASIAN AFFAIRS—*Nicholas A. Veliotes*, assistant secretary for Near Eastern and South Asian affairs, principal presentor; *David T. Schneider*, deputy assistant secretary; Ambassador *Wat T. Cluverius IV*.

UNITED STATES AND EAST ASIA—*Thomas P. Shoesmith*, acting assistant secretary for East Asian and Pacific Affairs, principal presentor; *Daniel A. O'Donohue*, deputy assistant secretary for East Asian and Pacific af-

On the eve of Foreign Service Day, the statue of Benjamin Franklin is delivered near the diplomatic entrance of the main State building and hoisted into place. ***(Photos by Phyllis A. Young)***

fairs; *Anthony C. Albrecht*, deputy assistant secretary for economic affairs.

EUROPEAN AFFAIRS—*H. Allen Holmes*, acting assistant secretary for European affairs, principal presentor; *Thomas M. T. Niles*, deputy assistant secretary for European affairs; *Richard E. Combs*, deputy assistant secretary for Soviet affairs.

Because space was limited to 230 at the luncheon, a lottery was held to determine who would attend. Drawing names from a silver bowl were Miss Clark; Alan Moreland, executive director of DACOR; and Robert Beers, executive director of AFSA.

DACOR and AFSA scheduled separate events to mark the "homecoming." DACOR sponsored an evening cocktail-buffet and reception on May 6, at the organization's headquarters, 1718 H Street N.W.

AFSA gave a buffet-brunch at the Foreign Service Club, 2101 E Street N.W., on May 8.

—BARNETT B. LESTER ☐

Statue donors

Erection of the Benjamin Franklin statue was made possible by donations from:

Honorable and Mrs. Theodore C. Achilles
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Mr. and Mrs. Tobin Armstrong
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Mr. and Mrs. Francis N. Magliozzi
Honorable and Mrs. Francis Terry McNamara*
Honorable and Mrs. Armin H. Meyer
Mrs. Jacqueline K. Onassis
Col. (Retired) and Mrs. Joseph Petrone, Jr.
Honorable and Mrs. Dean Rusk
Mr. and Mrs. Galen L. Stone
Honorable and Mrs. Stuart Symington
Mr. and Mrs. John W. Tuthill
Mr. J. Parker Van Zandt
Honorable and Mrs. Thomas J. Watson, Jr.
Mr. and Mrs. W.E. Weld, Jr.
Mr. and Mrs. Joseph J. Wolf
Honorable and Mrs. Robert F. Woodward
Honorable and Mrs. Stanley Woodward
Miss Renee S. Worrall
Lt. Col. (Retired) and Mrs. John C. Young
Miss Phyllis A. Young**
American Foreign Service Association
Association of American Foreign Service Women
Morris and Gwendolyn Cafritz Foundation
DACOR
The Dillon Fund
National Association of Postal Supervisors
The Kenneth Rush Foundation

*Department bicentennial coordinator
**Executive secretary, bicentennial coordinating group

Texts of Reagan, Haig messages on Foreign Service Day

Following is a transcript of what Secretary Haig said at the memorial ceremony in the Department's diplomatic lobby:

I THOUGHT at the outset of this ceremony that it would be appropriate if I read a letter from President Reagan to the members of the Foreign Service, and I quote:

Message from the President

"On this Foreign Service Day, I extend our nation's thanks and admiration for the painstaking, sophisticated and often brilliant efforts contributed by Foreign Service men and women both here and overseas.

"The effective implementation of our foreign policy is critical to our efforts to build a world hospitable to our ideals and safe for all mankind. The efforts of those of you in the Foreign Service come at the front line in this struggle. You are our eyes, our ears, our interpreters; more than that, you are the representatives to the world.

"Recent efforts have made us especially mindful of the Foreign Service's contributions—the historic Sinai withdrawal could not have been achieved without the diligence and perseverance of our Foreign Service, so too with progress toward peace and stability in southern Africa. These are but two examples of your direct and distinctive contributions to peace.

"Diplomacy has always been a risky business. From the days of Benjamin Franklin and the Committees of Correspondence, our diplomats have quite literally risked their lives in the service of their country. Today as never before we are aware of the difficulties and dangers that confront Foreign Service officers and their families in so many posts overseas. Our diplomats, long considered sacred by international law, are now considered targets for international outlaws who arrogantly claim the right to take innocent human lives in furtherance of goals held by a radical few. The attack on chargé Christian Chapman and the senseless, cowardly murder of Lt. Col. Charles Ray, who while not technically a member of the Foreign Service was serving with our diplomatic mission in Paris, reflect the risks that increasingly face the men and women in our diplomatic corps.

"Thus, it is with great pride and honor on behalf of our nation that I publicly salute and commend the members of the American Foreign Service and reaffirm our nation's commitment to the vitality and strength of that service.

"Sincerely, Ronald Reagan."

Secretary Haig's remarks

Today, Foreign Service Day is a tribute to those men and women whose excellence has been put at the service of our country's foreign policy. It has long been my conviction that the Foreign Service is the custodian of the historical memory of our relations abroad. Only through their knowledge and experience can we hope to achieve the balance, the consistency, the reliability essential to our success.

But the Foreign Service is more than the custodian of the past. It is indeed the key to the future.

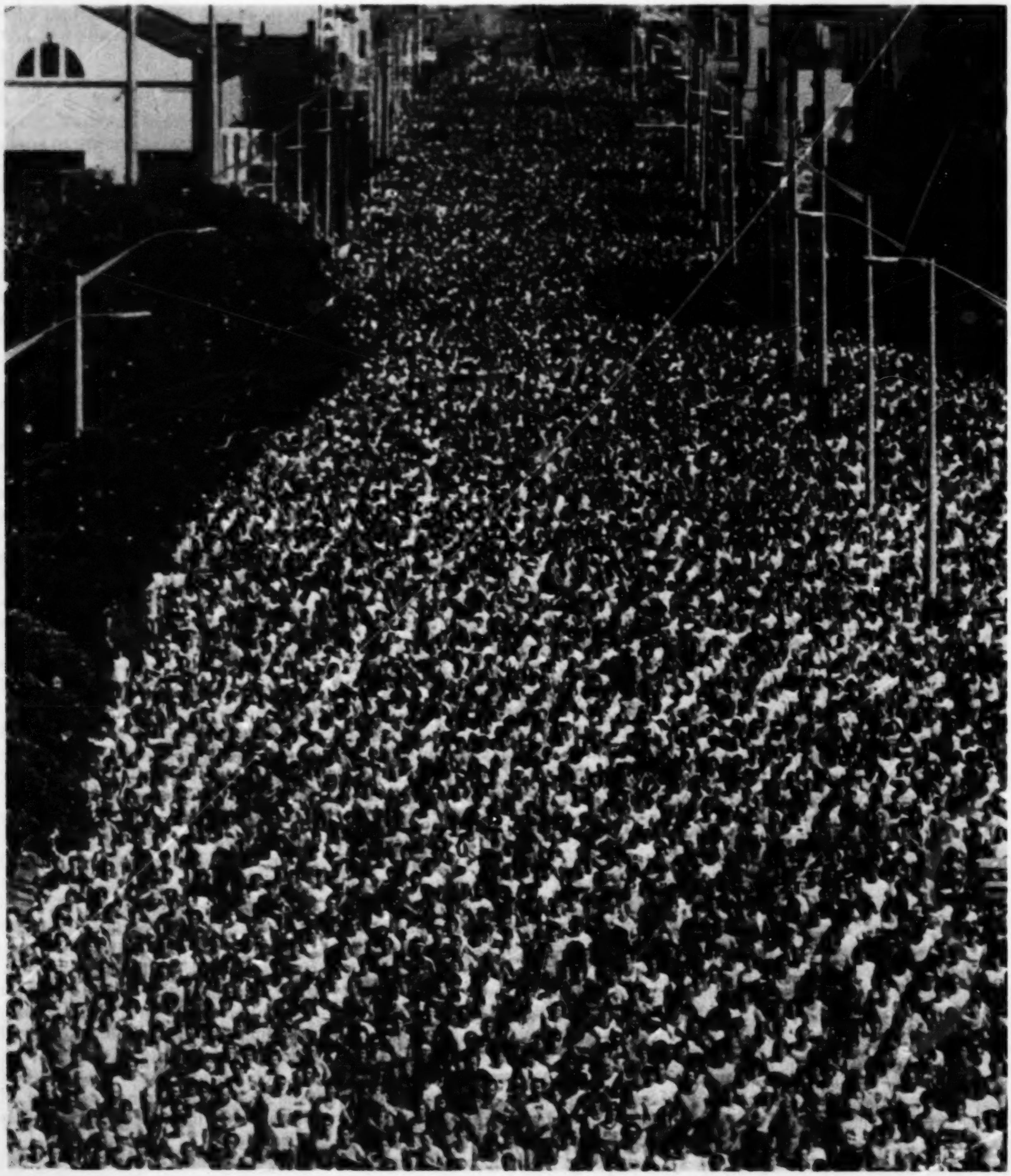
As we confront the complex uncertainties of the late 20th century, we can afford nothing less than the guiding wisdom of the foreign policy professionals. We need this in reckoning our strengths as a nation. The Foreign Service has been, although very few in number, that force that tips the scales on our behalf. The Foreign Service has long been known as a byword for professionalism. A free society that extols individualism must not neglect the individuals who have chosen to devote themselves to the protection of our interests abroad. Our liberty and our prosperity are due in some great measure to the professionals who so often know neither settled hours nor personal comfort. Their dedication, their impartiality and their determination of purpose gives substance and direction to our relations with the rest of the world.

It is indicative of the President's high esteem for the Foreign Service that for the first time in many years an outstanding career professional holds the second highest appointment in this Department. On this day, we also honor the memories of the Foreign Service who gave their lives for their country. The memorial plaque before us is eloquent in its simplicity. The name, the place and the date give us only the barest facts. Yet we know that some have sacrificed themselves to save the lives of others. Many were the casualties of war, and all met the supreme test with courage and with conviction.

It is indeed, as the President noted, a sad commentary on our times that the heroic and tragic circumstances commemorated by this plaque are too often the common hazards of today's diplomatic service. The Foreign Service has always been the front line of the defense of America's interest, indispensable to our country. They have not hesitated to put their lives—their own lives—at risk. Today, we mourn in particular Charles Ray, fallen in struggle against international terrorism. Over 200 years separate him from the very first man honored in this hall, but the chasm of centuries is bridged by the sanctity of their purpose, and time cannot dim the nobility of their cause. These patriots died for human liberty, not for sordid interests; for shining ideals, not for individual glory; for the safety of our country, not for personal motives. Let their memory find its living testament in our own striving today for peace and for freedom.

Thank you.■

Onward!



WITH the invention of the running shoe, American diplomats are making some giant strides forward. The pace is unbelievable. It's dress that is doing it—the men and women of the Foreign Service, like Jimmy Durante, are learning how to dress for the occasion.

Of course, our embassy staff people stubbornly remain too dignified to go all the way with Durante, who used to sing: "I'm doing a strut-away . . . in my cutaway." The Schnozz strutted on to fame as a song-and-dance man but, lacking running shoes, he did not in his time directly influence Foreign Service fashions or manners. For example, nowhere is it recorded that even a single ambassador ever soft-shoed over to the palace in his striped pants to present his credentials.

The running shoe, even today, is inappropriate for *that* sort of occasion. But for other times during the day it is adding a new dimension to diplomatic dress. At our posts all over the world, it has become *de rigueur*—before reporting for work at the chancery, during the lunch break, etc.—to be seen in running shoes.

And once clad in the footwear, our people are hooked. They must jog. Those who are able to resist for a while soon come under the peer pressure of their wives or husbands, who already are jogging. They can turn this aside only by doing something else—so they ski, they walk, they ride bikes. But whatever they do, in whatever footwear, they are "into" physical fitness.

Why?

The editors asked them this very question. What you will read on the pages that follow are the eager and joyous answers of your peers, who are working out in virtually every corner of the globe. Their stories are sure to stir the envy of their countrymen in the United States, who must work out, day after day, in less exotic places.

—S.W.

RUNNING EAGLES

←

The 80,000 runners in this race in New Zealand included at least one employee from State and one from ICA. See 'em? *(Photo by the Auckland Star)*

ONWARD!

Japan

'Fight-o! Fight-o!' the crowd shouts; 'slow is beautiful'

By Lynne Hart

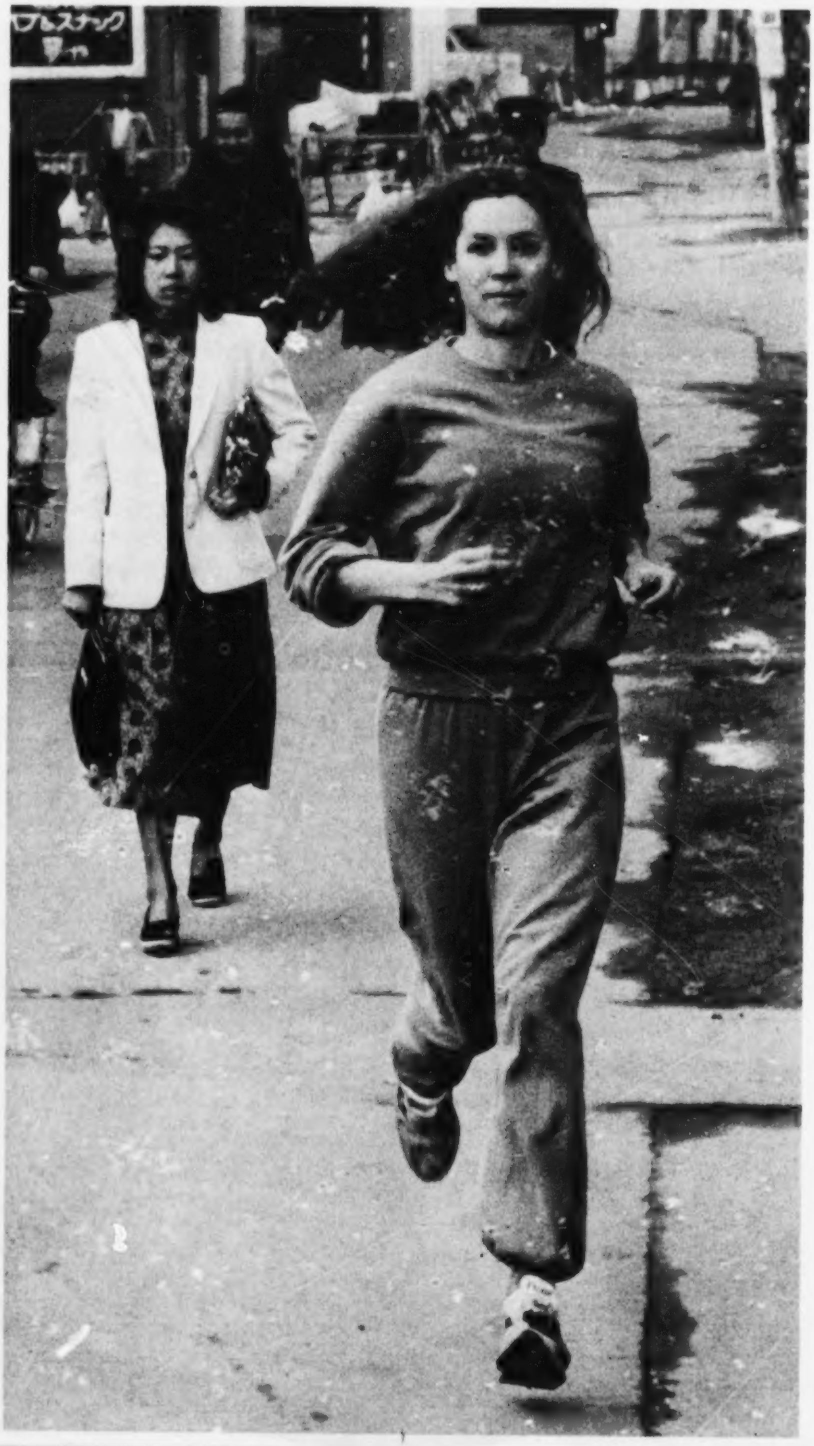
The author, a runner-diplomat since 1975, is director of the Fukuoka American Center.

BOTSU-BOTSU IKIMASHOO (let's get going, leisurely)—and the gun goes off. It's the start of the 10th annual Amakusa Pearl Line "Marathon" (quotation marks added). Actually, this is a 20-kilometer race covering three bridges and four islands off the coast of Kyushu, Japan's southernmost major island.

This has got to be one of the world's unique races. For starters, male competitors have to be 40 or older. And not surprisingly, considering the status accorded to women in Japan, female competitors, who must be at least 20, are all placed in the "men-over 60" category. As the only non-Japanese woman in the race, I felt a bit like a traveling sideshow. But, it's a marvelously noncompetitive race, its slogan being: "Slow is beautiful."

This was my first road-racing experience in Japan—and one couldn't find anywhere here a better microcosm of modern Japanese society, even down to the Japanized-English race terminology. For instance, any race covering more than 1 kilometer is referred to as a "marathon" in Japanese, a habit which is distressing to resident American true-grit runners, who affect to recognize only the traditional 26-mile-385-yard measure for a marathon. And one of Japan's most heavily-marketed fluid replacement drinks is called "Pocari Sweat," a name that makes most English-speakers gag but, obviously, provokes no reaction from Japanese guzzlers.

The race itself was a miracle of or-



Lynne Hart

ganization and logistics. 4,296 people participated in the 20-kilometer and a 10-kilometer event. The race committee provided lodging and bus transportation, plus a spectacular fireworks display the evening before the race.

Before heading to Amakusa, a Japanese friend and I stopped at a nearby Shinto shrine to make the necessary libations to the deities and request *omikuji* (fortunes written on a slip of paper). According to the oracle, it appeared that we'd both at least finish the 20K distance. So, as is customary, we tied our *omikuji* to a branch in the shrine precincts for better luck, and we proceeded to Amakusa.

Everyone staying at our *ryokan* (traditional Japanese inn) was competing in the race the next day. So the dining room-cum-locker room was full of "marathoners" actively engaged in quaffing huge amounts of beer and sake. This is a new form of cargo-loading. And, instead of the traditional pre-race spaghetti and garlic bread routine, we were treated to *sashimi*, rice and the infamous *odori-gui*—the shrimp that will "dance" off your plate if not devoured quickly.

The race began at 11 the next morning, preceded by speeches and lots of pomp and circumstance. Three or four helicopters hovered overhead, carrying photographers. There was great excitement and tension. There were labyrinthine lines to the bathroom. Even last night's heavy-duty sake drinkers looked peppy and expectant, not the least bit hung over.

At 11:05 we were off and running through gorgeous countryside and seaside, and through farm and fishing communities with fishnets stacked up on the road and kids perched on small tractors to get a better view of us. The crowd support was unbelievable. The route was lined with folks waving Japanese flags and yelling encouragement: *"Fight-o, fight-o, ganbare!* (Do your best!)." There was a fantastic corps of older women banging on small drums, frying pans and gasoline cans. They handed out lemon slices and *ume-boshi* (small pickled plums). I passed up the *ume-boshi*, fearing that the pits might stick in my throat.

We needed that crowd support. It turned out to be a very hilly, exhausting course. I finished in 1 hour 40 minutes—slow but quite respectable in the "men-over-60" category.

And the "Pocari Sweat" tasted great! □

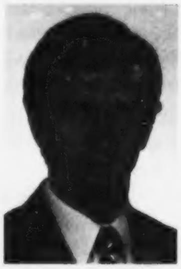
Lebanon

It's great to run by the sea—though not when bullets rain

By Patrick S. Moon

The author was vice consul in Beirut until a year ago March. He's now the administrative officer at the consulate general in Lubumbashi.

THE SHOTS were from an automatic rifle, probably an AK-47, and they were fired nearby. Through the early morning gloom I could see 0520 on my alarm clock. It was only 10 minutes until I was to drag myself out of bed for my morning run. It was probably only a sleepy guard who had fired the shots, trying to stay awake. But the requirement had been met for one of only two excuses I allowed myself for missing a morning run. I run in the heat, in the cold, in the snow—but (1) I do not run in the rain, and (2) in Beirut, I did not run whenever I heard shooting in the neighborhood. So I rolled over to relish the unexpected extra sleep.


Mr. Moon

When I came to Beirut for my first tour in the Foreign Service, in June 1979, I'd been running regularly since my graduation from the Air Force Academy in 1972. I didn't want to stop just because I was living in a city that sometimes erupted into factional fighting. After discussing the matter with the regional security officer, Walt Sargent, who was himself a regular runner, I developed a few extra rules to adapt to my new environment. First, I decided I'd change my routine and run always in the morning before work, since it was normally quieter at that time. When there were security problems in the city, they often continued in the evening, but most "fighters" were home in bed by the early-morning hours. Second, I decided I'd allow myself that second excuse for not running—if there was firing nearby around the time that I intended to run, then I would cancel the day's run. That, plus some streetwise common sense, got me through my 21-month tour in Beirut safely, with my regular running record intact. My course was along the Corniche, a wide boulevard that borders the Mediterranean, on which the U.S. embassy is located. In my early-morning runs, I took in the ever-changing moods of the sea. In winter, I was awed by the large waves that crashed against the rocky shore, sometimes surging over the seawall onto the roads. In spring and fall, I watched the freighters coming into port. I could also see the blinking lights in the hills above Jounieh, northeast of Beirut, and I would be reminded of my friends who lived there—and who were just getting up to come to work at the embassy. In summer, the early-rising sun brought out other joggers, who often stopped for a freshly-squeezed glass of orange juice, sold by street vendors along the Corniche. Running by the sea in those early mornings in Beirut were an extra-special treat, a time for personal reflection.

I do not want to overemphasize the threats to joggers in Beirut. I canceled my morning run perhaps only five times, for security reasons, during my entire tour. Still there were instances that caused me to consider the wisdom of my routine. The Syrian armored car patrols would often set up, impromptu, checkpoints along the

Cruising along the Congo, from left: Marine guard *W.A. Norris Jr., Martha Ann Clark*, political officer *James Campbell*. *(Photo by Cit. Kinzenzi, ICA)*

Corniche. Although normally they would check only passing vehicles, I always slowed and kept a wary eye out for any indication that a curious Syrian soldier might want me to stop. But I never received more than a curious glance. On dark winter mornings, I was often anxious when I ran past shadowy figures: I would imagine a young radical assassin out to claim his fame by attacking an American diplomat. Each morning I passed several militia offices, to which I always gave a wide berth, not wanting to surprise a sleeping guard. One morning an official of a local political party was assassinated on the Corniche only 15 minutes after I had passed. He had stopped for a glass of orange juice after his jog. From then on, I always ran a little faster past that particular orange juice vendor.

However, for the most part, I remember quiet, calm mornings, running by the sea, mesmerized by the waves and tranquilized by their steady rhythm. My tour in Lebanon proved that, when you have the will and take prudent precautions, not even security problems can deter a determined runner . . . not usually, anyway.

Today, I'm running in the streets of Lubumbashi, Zaire, in the heart of Africa, at the center of extensive copper and cobalt mining operations. The only precaution I must take here is to check the wind before I run, to ensure that the noxious fumes from the large copper smelting plant, near the U.S. consulate general, are not wafting across my course. I've tried running in the bush, but I prefer the wide boulevards of the city to the narrow, muddy paths and the high grass.

The personal satisfaction you get from running is always present, regardless of location. However, the truly unique challenges and benefits of running while assigned overseas are, for me, an unexpected and rewarding aspect of a Foreign Service career. ☐

Zaire

Running along the Congo: 'I raced the President's yacht'

By Martha Ann Clark

The author, secretary to the regional security officer at the U.S. embassy in Kinshasa, is not only a runner. She has also sailed a 30-foot boat from Los Angeles to Tahiti.

TARZAN, where are you? That's what I wanted to yell the first time I ran along the banks of the Congo River.

You can compare it with many places and many rivers, and you can compare it with nothing else. This portion of the Congo is near where the river surges violently over rapids and makes a furious, unnavigable descent to the Atlantic Ocean.

For a runner, it would be difficult

BRASILIA, Brazil—*Kimberly King*, left, ICA exchanges officer, wins a hug on crossing the finish line at the Terry Fox Memorial Marathon here. She was the only woman to do so. Meanwhile, press attache *Edward A. Elly* shuffles along. He finished—but only after stopping eight times along the 26.2-mile course because of shooting muscle cramps. Terry Fox was a Canadian cancer victim who ran to raise money for cancer research. *(Photos by Kenton Keith, ICA)*

to find a more beautiful, exhilarating place to run. At dawn, one sees the pirogues (like an American Indian canoe) with fishermen and fisherwomen poling along the edges and, daringly, near the middle—daringly because of the currents which could whisk them into the churning rapids. But they pole gracefully, out, then back to the bank with the day's first catch. An early-morning mist wafts skyward. The yellow lights reflected from Brazzaville, across the river, slowly fade as another dawn is welcomed in mysterious, intriguing, exotic Africa.

One morning, a flock of crow-sounding birds accompanied me. They flew just ahead of me, from light pole to light pole, urging me on with their cacophony.

Morning runs tend to be solitary, except on weekends. Evening runs take me through crowds of other runners, bicycles, cars and people just out for a scenic stroll. All enjoy the sun as it snuggles into the surging rapids before night falls. Many evenings, the setting sun gives me impetus to pick up my pace and hurry home before dark.

One evening, I raced President Mobutu's yacht as it slowly eased up along the bank to its moorings. Passengers waved me on. The Zairians are a friendly people. Their women glance shyly at first, then break into a pearly-toothed smile. The men tend to call out: "Bravo! Bon jour!" Or they give you the thumbs-up sign.

Early one morning, my attention was drawn to a dead snake which had tried its luck crossing the street. Apparently a car had crushed it. A multitude of flies were tending to the carcass. Mesmerized by this scene, I heard my name called. I looked up through a misty rain, just in time to see our Ambassador Robert B. Oakley and his wife running past.

My first week here, I saw a gecko-type lizard clinging to the wall, staring at me, as I awoke one morning. My coworkers chastised me for even *thinking* of harming a lizard who eats mosquitos and flies. So when I saw one like it across my path, during one of my runs, I noted its black and deep red coloring and thought how clever someone had been to paint his or her pet. Wrong. To my chagrin, I learned since that they come in those colors and in much larger sizes. Now I will allow them to run with me, but I'm still not going to be hospitable if they enter my home.

All my runs are along the river, on a drive known as Avenue Des Nations Unis, which in earlier years was set aside for the diplomatic community. Elegant, well-landscaped lawns surround modern homes on one side of the street, complementing the historic river. There is a rich tapestry of flamboyant frangipani and other flowering trees—and exotic flowers, shrubs and vines that dazzle the beholder. There are banana trees, palm trees, mango trees—it would be impossible to attempt a listing of all the verdant growth in this prime soil. You can actually cut off a rubber tree limb, stick it in the ground and have a new rubber tree growing. I know. I have done this.

All running courses have their special offerings, but after having run in Australia, New Zealand, Tahiti, Mexico, the Caribbean, France and Washington, D.C., I can attest to this river's uniqueness. I still await that first crocodile to cross my path from the river.

The only true hazards are those generally found anywhere. Although I'm taking advantage of the French-language training I have access to at the embassy, my ear isn't good enough yet to determine whether any of the few—very few—words bestowed on me from passing cars and pedestrians are derogatory or supportive. But I pretend they're all supportive, and I step up my pace.

Kinshasa and the Congo are very conducive to maintaining a good running habit. There are many runners at the embassy. Our Marine detachment sponsors a fund-raising runathon for

the annual Marine Ball. Within four weeks after my arrival, I found myself among a hardy group departing Marine House, winding our way through downtown Kinshasa on a seven-mile course to the American School and its mile track. The ambassador, running seven miles, contributed greatly to the cause.

This is a runner's paradise, with the river as your steady running partner. Who knows, I may run into Tarzan yet! ☐

New Zealand

Running in the pack (what a pack!) with 80,000 other joggers

By Vivienne Barnett

The author is the ICA program director at the U.S. consulate general in Auckland.

IT HAS BEEN BILLED here as the "world's biggest fun run." It's 10.5 kilometers 'round the bays—along one of the most beautiful harbor fronts in the world. Running in it last March were 80,000 (count 'em: *80,000!*) Aucklanders (one-tenth of the city's population). I was one of them.

An annual event sponsored by the Auckland Joggers Club and the Auckland Star newspaper, this race was first held in 1973 with only 1,200 participants. By this year, the number of runners was so large and the crowds so dense that many would-be joggers were content to walk and just enjoy the high spirits generated along the way.

For seven weeks prior to the race, weekly training schedules were published in the Star and, as the weeks went by, training became more intense. Hundreds of people were out, morning and night, pounding the pavements. I joined the jogging bunch in Cornwall Park, a large public domain surrounding an extinct volcano. I ran under the tall oaks and pines, past flocks of sheep grazing in the fields. Can you imagine sheep in the middle of a large city? No lawn mowers in this park! There are plenty of woolly beasts doing the job without cost to the taxpayer.

Race day dawned sunny and bright. Wearing my VOA T-shirt, I headed to the starting point. Thousands and thousands of people of all ages, sizes and shapes were milling around, laughing and shouting, eagerly awaiting the gun. The mayor of Auckland fired the gun at 9:30, then joined the run himself. The crowd got underway at a walk, then a brisk walk, then a jog-trot. The route took us through the city streets, to the waterfront, then past large ships berthed and awaiting their cargo of lamb and beef for overseas markets. On we trotted beyond the wharves, along the harbor drive, under the shelter of native Pohutakawa trees that line the shore. I jogged for a while alongside an Army unit whose members were running at a fair pace, considering that they were pulling a howitzer, or some such weapon. There were hundreds of children, some on roller skates, some in baby strollers. Everyone was in high spirits. It was this tremendous good nature and excitement that buoyed us along, however much we were hurting. Yes, by this stage *I* was hurting! It was my ankle. I knew, from the last night of training, that I'd damaged something, but it wasn't bad enough to deter me from this big event. So on I pounded. As the signposts came up, marking off the kilometers, it was a sense of achievement that kept me going, and also the sheer enjoyment that I and the thousands were experiencing. All along the route, people cheered and shouted down from houses and apartments, urging us on. Oh my, but was I hurting! Finally, the finish line was in sight. I was exhausted, but I made it, and was pleased with my time of 84 minutes. Sore ankle and all, I went off to join friends at a celebratory barbecue.

It wasn't until early that evening, when I couldn't put my foot on the ground, that I decided to visit the hospital. Plaster from foot to knee—I had to rest up for a spell. But I'll be comin' 'round the bays next year! ☐

New Zealand

U.S. communicator comes in 25,000th in field of 80,000

By Fred La Turner

The author, a communications officer at the U.S. embassy in Wellington, has completed four marathons (26.2 miles each), with a best time of 2 hours, 44 minutes.

AN ASSIGNMENT in Wellington will provide a fantastic experience for anyone. But if a person happens to be a runner, it's paradise here. The running boom has really taken hold in New Zealand. There are "fun runs" and road races of all distances, from 2 miles to ultra-marathons of over 100 miles. They're held throughout the year in almost all New Zealand towns and cities. Seeing multitudes on the streets, pounding the pavement, was the main reason I decided to give running a try myself. Today, 2 years, 30 less pounds, and 4 marathons later, I'm a full-fledged running nut. I'm totally addicted to the sport.

An especially wonderful thing about being a runner here is that New Zealanders really appreciate the natural beauty of their country. They hold many of their main running events at some of the most scenic spots in the country. My first marathon was the Fletcher Marathon in Rotorua. The course is one lap around Lake Rotorua, a trout-filled natural lake in the north-central part of the north island. It's the largest (over 2,000 runners) and oldest marathon in the country, and possibly the most scenic marathon course anywhere in the world. The first 18–20 miles pass through beautiful pine forests affording a spectacular view of the lake. The last part of the race, at around mile 20, is up a long, long hill (I thought it would never end!), and the race ends where it began—in a beautiful park on the lake's edge, in the center of town.

My wife Nancy also began running here. She's run in two marathons. We recently traveled to Auckland to run in a 10.6-kilometer "run for fun" around the beautiful bays in that city. There were over *80,000* people running that day. It's by far the largest run of its kind in the world. Anyone who saw the start of the New York Marathon on television, with its 10,000 runners, can imagine what *80,000* runners must have been like! I finished after around 25,000 others. Then I stood around for an additional hour and a half at the finish, watching a stream of more runners flow in.

I'm sure most of my embassy colleagues consider me a bit "tilted"—especially when they see me heading out from work on my 11-mile run home up Ngaio Gorge, in the face of a Wellington "breeze" (really a gale-force wind with rain). What they don't realize, however, is what those 11 miles really mean. They can be translated into 1,100 additional calories I can "pig out" on, with no weight gain. Being a person who loves to eat, my discovering running was like finding the perfect diet. At 135 pounds, I eat as I did at 165 pounds, but I enjoy it even more now. As any runner will tell you (over and over and *over*), the benefits from running are innumerable—well worth the effort. ☐

Upper Volta

'Is there no space (in State magazine) for those who walk?'

BY JULIUS W. WALKER JR.

The author is America's ambassador to this nation in western Africa.

DOES A WALKER dare intrude in a forum dedicated to runners? Is our form of exercise too basely pedestrian to be included with Mercury's coursers? Is there no space in an article on running for those who like to walk? After all, some of us were born walkers.

If the editor of STATE (an addicted

Ambassador Walker,* flanked by Cpl. *Timothy Doherty,* left, and Sgt. *Randy J. Monohan.

runner by his own admission) has let this much slip into print, possibly the remainder will be allowed to follow. Doctors will tell you that a brisk walk is about as beneficial as jogging or running. In fact, it was doctors who prescribed daily walks for me, following a coronary bypass operation last August—and, although I had always been constitutionally opposed to constitutionals, I have, in the interest of protecting the new plumbing hit the trail. I began this in Washington and, while I enjoyed the walks in Georgetown and Foggy Bottom, I've found my stride here in Ouagadougou.

I'm up each morning at 5:40, and out of the house by 6:00. A Marine accompanies me, both for security and company, and we enjoy the time for short conversations. However, the pace we set demands most of our energy, as we usually cover about 2 miles in 30 minutes.

Ouagadougou is particularly interesting and appealing in the early morning. Due to our proximity to the equator, the sun rises a little before or after 6:00 each day, depending on the time of the year. So we are out when the city is beginning to move. Sweepers are busy brushing up both the leaves which fell in the night and the debris of the prior day's trade. Women by the hundreds walk smoothly and sedately on their way to market, with tremendous loads of produce on their heads. Bicycles, mobylettes and motorcycles swarm through the streets, carrying their riders to work or on early-morning errands.

Bread vendors with boxes of baguettes on their bikes hasten to their delivery stalls. Women bring in enormous basins of rice and sauce to sell at street corners to hungry men. The market is barely alive, as a few early arrivers unwrap their covered stalls and many sweepers battle the mountains of refuse from yesterday's business. Vultures pose on the roof of the butcher sheds, searching intently for overlooked morsels. One morning, I watched as a vulture came winging in for a landing on one of the high voltage wires. Unfortunately, his weight was great enough to stretch the wire into the one below, causing a spectacular clap of thunder and lightning followed by a blackout of the buildings and streetlights. That morning, I learned the cause of at least some of our electrical outages.

Sometimes sleepy dogs are startled to see a couple of men walking rapidly, and they give vocal protest. At other times we scatter chickens and guinea fowl, and avoid donkey-drawn carts. At the same time, the fragrance from frangipani and countless other trees gives the morning a wonderful perfume. The large fruit bats are returning to their perches in selected trees, and the high-pitched, bell-like cries of their young welcome them, adding to the music of birds, roosters and an occasional portable radio. Frequently, we encounter training groups from the military, or national police units, as they go out for early-morning runs. We greet each other with smiles, waves and the customary *"bon jour, ca va?," "Oui, ca va."* Each of us enjoys sharing the early-morning exerciser's feelings of contentment and self-satisfaction.

We have explored the byways of a nearby settlement, and have been thoroughly lost for a time, and have discovered new and easier ways to drive to nearby places. But the best discovery is the city of Ouagadougou, waking and readying itself for yet another day.

Although I'm always ready for the shower, I really regret leaving the road each morning.☐

Central African Republic

'I prompted laughter while running in my maternity clothes'

BY LINDA PLATT

The author, wife of E. Alan Platt, who was U.S. vice consul here until recently, taught English at the American Cultural Center. She's a mother of two.

WHEN MY HUSBAND was assigned to Bangui, I was pregnant and a little apprehensive about running in a different culture. Would the people here be offended by my jogging clothes? Would there be a safe route near my home? Happily, I found that the Central Africans are tolerant and most enthusiastic about having a woman jogger to whom they can shout

Linda Platt

encouraging phrases. I chose a scenic route past government buildings, several embassies, then down along the Oubangui River. I prompted some laughter while running in my maternity clothes, in a city where you see most women with babies on their backs and/or something on their heads. I ran through my seventh month.

After the birth of our daughter in February, I quickly got back to the streets. I now have a sort of camaraderie with the Central Africans along my route. The peanut, banana and manioc venders—all female—giggle at me. And I find the amused glances of the military preferable to the honking of truck drivers in the United States.

I feel somewhat embarrassed at diplomatic receptions when an ambassador recognizes me. People faintly recall they've seen me somewhere around the French embassy? It would be comforting at times to understand the native Sango phrases shouted at me, but for now, I am content to enjoy "bon courage." There is a sense of well-being that comes from receiving recognition from people, who, I'm certain, aren't quite certain why I'm out there. I may be the only female jogger in Bangui, but Central Africans have made me feel at home on the road. ☐

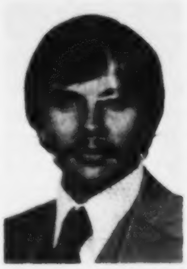
Soviet Union

It's true—Americans can run without being followed

By Wayne Leininger

The author, chief of the consular section at Embassy Moscow, is an easygoing supervisor who says he requires his staff to run three miles before coming to work. State magazine is investigating.

I HAD BEEN in sunny Los Angeles about five months, studying public administration by morning and running in Griffith Park by afternoon, when the word came of my onward assignment: Moscow, USSR. The big onion. Capital city of the competition. Frostbite center for the Foreign Service. "My God," I thought, "what a challenge. Forget about foreign policy, national interests, human rights—how am I ever going to continue to train in that place?"



Mr. Leininger

I made a point of seeking out old Moscow hands known to be runners. (It was right there on my checkout sheet: "Go talk to Ed Hurwitz ...") All of them were encouraging—more or less. "Sure, you can run in Moscow," they would start out, "if you're prepared to deal with the ..." And then would come a long list of potential problems: the weather, the KGB agents, the pollution, the stares of the populace. I was not deterred; I was a committed runner. (You've got to be careful in the use of that participle *committed*—people tend to get the wrong idea.)

Upon arriving in Moscow we were able to move directly into our apartment. By one of those happy coincidences that would never have come about had we tried to plan it, it's just a couple of minutes away from the most prized running route in Moscow: along the river bank, past Moscow State University, through Lenin Hills, past the Kiev railway station across the bridge at Kutuzovsky Prospekt, which puts you nearly at the embassy, just a touch over 10 kilometers from home. On the way, you pass the scenic overlook at the skijump (where the tourists from the Intourist buses jostle with newlyweds for the best photo opportunities), the guest villa of the Ministry of Foreign Affairs (where the processions of Zil and Chaika limousines often freeze traffic interminably) and, on a sunny morning, the gleaming golden onion domes of the Kremlin cathedral towers. That sight alone is enough to make you forget a lot of Stalinist Gothic.

I had had visions of my first run in Moscow for months ahead of time. I would sprint out the door of my apartment building to the amazement of the "watchers" waiting outside. So on the dawn of our first morning in Moscow, I ran outside and saw ... a bored old babushka picking through the trash bin ... the militia man dozing at his post ... and one brown dog. No agents. No trench coats. No chase scene. No surveillance. At least no surveillance of the kind you get when they want you to know you're being surveilled. So it has stayed, somewhat to my disappointment. Am I not important enough to be followed?

This is not to say, though, that I don't have a sense of being watched while I'm running. Any Western runner is identifiable on the streets of Moscow. From the Etonics on my feet to my Frank Shorter shorts to my National Jogging Association T-shirt, I am decked out in gear absolutely unavailable to the ordinary Soviet sportsman. Standard equipment in Moscow seems to consist of vintage 1957 high-top black sneakers and a sweatsuit. The latter is worn in all weather, including summer heat. The Soviet jogger is taciturn and antisocial; there's none of the "How's it goin'?" or "Good day for it" style of fraternal greeting prevalent in the West. Eye contact is avoided here when you encounter a fellow runner; full intention is given over to the mechanical, shuffling style of running that afflicts most of the jogging population. There's little sense of joy or play in these runners. Only two have ever responded to my nonverbal challenges and pushed the pace. A Western runner accustomed to sharpening competitive instincts through such spontaneous duels goes a long time between jousts.

In an environment as tightly controlled as that of the Soviet Union, where you literally have to censor yourself in word and deed on a full-time basis, time spent on the road comes as a rare interlude of liberation. Both mind and body escape the con-

straints of daily life. More practically (and less lyrically), running also helps you avoid having to exchange the clothes you brought here for garments of larger sizes. The reception cocktail, party/dinner circuit here is as active as anywhere, and it's easy on cold winter nights to get into the habit of curling up with a lap robe and doing nothing at all on the rare night off. That way lies disaster avoirdupois. It helps to have a healthy fanaticism like running to counterbalance all those tendencies. Not for nothing has running been called a "positive addiction."

My co-workers in Moscow wonder about that "positive" part whenever they see me slog off through the snow, sleet and cold rain. Only the Marines, somewhat more attuned to sado-masochism, share a degree of kinship with me as I battle both the elements and the previous night's canapes in trying to stay in shape. It's harder here than in the States to stay interested in jogging. There really are few attractive routes to run—auto emission control is way down on the Plan's priority list; the weather really is abominable; there are certainly no 10-kilometer weekend runs that are open to the foreign diplomats.

But will I stick it out? You betcha. I'm "committed." Besides, one of the (rumored) benefits of serving in Moscow is a certain latitude in choosing an onward assignment. I've been kicking around the idea of New Zealand ... weather like southern California ... greatest number of runners per capita in the world ... both mountains and beaches to train on, take your pick. Hmmm. Is anybody out there writing about running in New Zealand? Can I volunteer to research the question? I'll report back, in say, oh, four or five years. Please? ☐

Soviet Union

Running in Moscow on freezing days—it gets to 25 below 0

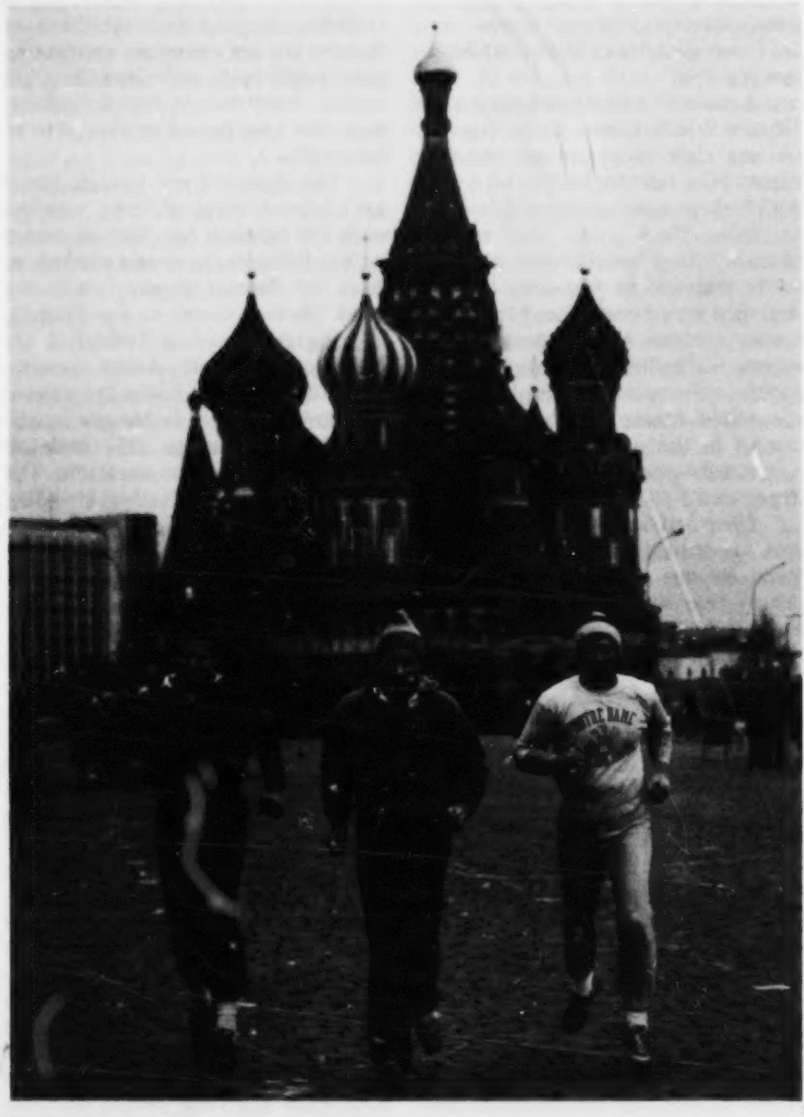
BY JIM DOANE

The author, supervisory general services officer at the U.S. embassy, started his running while he was assigned to the Soviet desk in the Department.

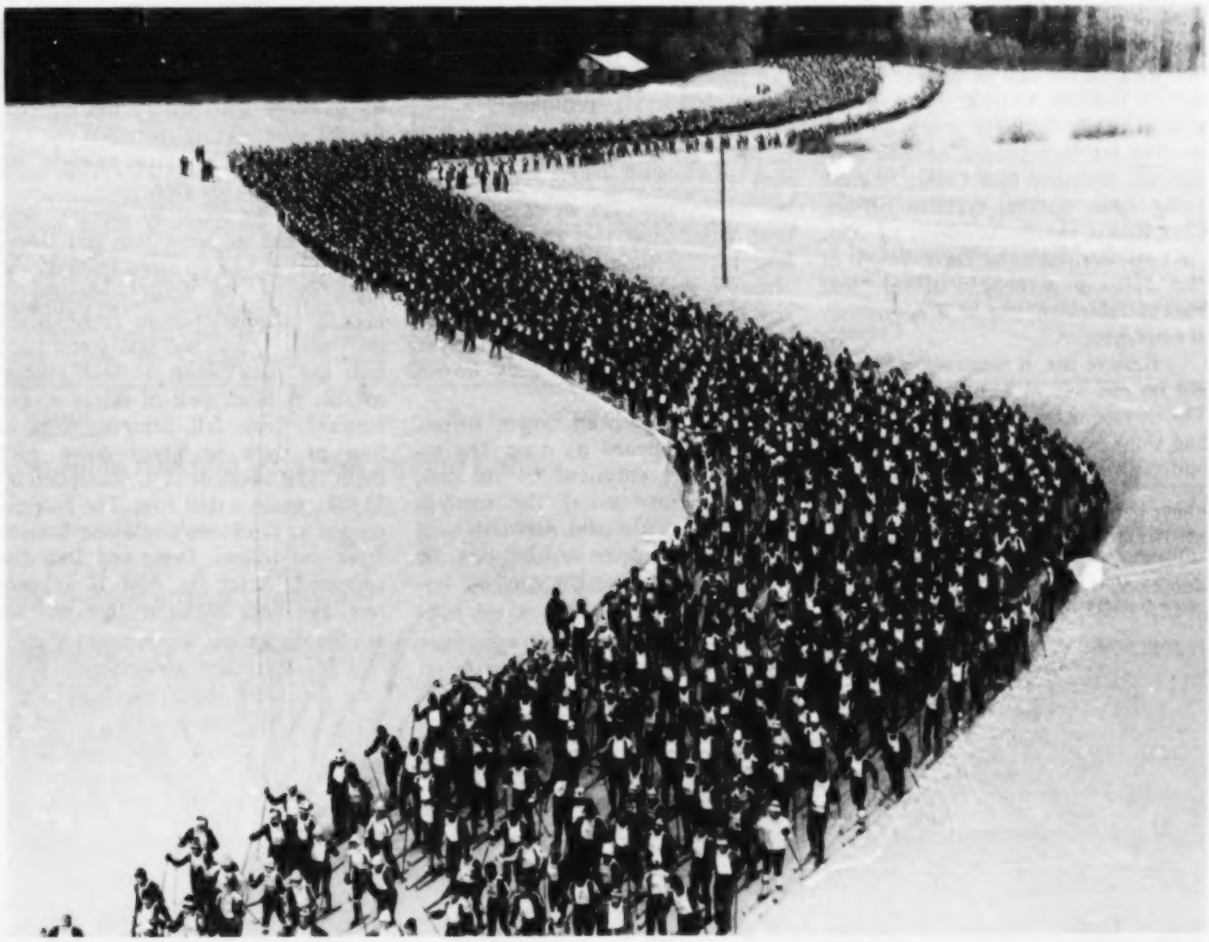
FROM Lenin's tomb to the ups and downs of the Lenin hills, running in Moscow can be unique.

With two of my colleagues—security officer Bill Chornyak and assistant naval attache Pierce Crabtree—I run regularly throughout the week.

Monday finds us in our "burn-off-the-weekend" runs (the implications are obvious). Tuesday's jog is a "high-speed burn-out," with the three of us working at running each other



Running across Red Square in Moscow from left: *Pierce Crabtree, Jim Doane, Bill Chornyak*. St. Basil's Cathedral is in background. *(Photo by Dan Scalf)*



The "black belt" at the Finlandia.

into the ground. Wednesdays are devoted to long training workouts, usually at a medium pace. Thursdays are a repeat of the high-speed Tuesdays, while Fridays are reserved for runs we call "Russian killers."

In the latter, each man runs a lap on a track near the embassy, at his highest speed, with the other two trying to keep up. The man coming in last is the leader for the next round, and he, too, takes the lap as fast as he can. We usually do this for six laps. We find that it keeps us in shape for the weekends.

Because jogging is not a big sport in the Soviet Union, we pick up intense stares as we run through the various sections of Moscow. The *babushkas* (grandmothers) here are famous for their dire and vocal warnings regarding proper dress in the winter. So you can imagine their consternation as they watch us run on Moscow's infamous freezing days, with temperatures at 25 below 0.

Running has helped in keeping my weight down—much more so than paddle tennis, the most popular sport among Americans here. We enjoy our daily outings. They've kept us in shape. And we've been able, too, to maintain our sense of humor through the long winters. □

Finland

Skiing with 11,000 others: 'There we were, 50 abreast!'

By Michael Cleverley

The author, age 35, is an economic officer at Embassy Helsinki.

On FEBRUARY 28, my wife Seija and I were among eight skiers from the U.S. embassy who participated in the Finlandia Cross Country Ski Race—a grueling 75-kilometer (47-mile) course between Hämeenlinna and Lahti. This was a world-class cross-country competition that

attracted 10,901 skiers. But fewer than 1,000 were competing to win. The goal of the rest of us was merely to "Finnish" (oops!) in good time—within the 11½ hours allowed us. The embassy people, besides Seija and me, included Tom Cairns, consul; Doug Kent, general services officer; Curt Rasco, cultural attache; Lt. Col. Andrew Gothreau and Dave Wright of the defense attache's office; and Heikki Tukiainen, one of ICA's national employees.

Believe me, it was cold when we got on the bus in Lahti at 5:30 a.m. The thermometer showed only 5°F. We had thick snowsuits over our thin ski outfits to keep us warm. Hundreds of other skiers were boarding buses all around us. Long lines of big buses began pulling out of the station for the 47-mile trek to Hämeenlinna.

As we drove along, bumper to bumper, we kept looking out at the dark snow-covered fields. How would we feel by the time we skied back to this point? And this one? We knew how far 75 kilometers was. We had prepared for this all winter, to gradually build up endurance. Participating in the Finlandia was my way of saying to myself that I had finally learned how to ski.

The bus slowed down, turned around and opened its door. The excitement was enhanced by the cold dark hills surrounding the torch-lit lake where we would assemble—all 11,000 of us—at the starting line. We hopped around near the torches, trying to keep warm. Most of us were waiting until the last minute to shed our heavy coats and move into the starting area. The first sun rays that hit us were absorbed to the marrow. People were waxing their skis one last time. Finally, at a quarter-to-eight, we moved through the gate.

There we were, 50 abreast. Next to Seija and me were Tom and Doug. They had driven up from Helsinki the night before. We lifted a camera to take a "before" picture (anticipating the "after"), and had just got it back into the pack when a field cannon roared. A black belt of skiers surged forward. Some fell, bringing three or four of their neighbors down with them. The swish of skis, multiplied by 11,000, made a dull roar. The belt extended as far as we could see, both in front and behind. Doug and Tom disappeared. After the first 11 kilometers, the lines began to thin and we

The 47-milers from the U.S. embassy were, from left: *Heikki Tukiainen, Seija Cleverley, Curt Rasco, Doug Kent, Tom Cairns, Dave Wright, Mike Cleverley, Andrew Gothreau.*

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reached our first rest stop, drank some warm juice, took another picture and skied on.

After 25 kilometers, my legs were hurting. My knee was killing me when I went up hills. Then we stopped at the next rest stop. I took off my skis and massaged my leg. Seija and I started again. Somewhere along the way, we had seen Curt. There were still skiers everywhere around us. One thousand were foreigners like us, including a prince from the royal family in Japan. He looked great. I saw him surrounded by TV crews at 45 kilometers. When I passed the 55-kilometer marker I would have been happy to call it a day, but I didn't. Buses were waiting at each rest stop for those who did.

Near the finish, I was on my way down a steep hill into the arena when I saw a lady chatting there with a friend, her skis straddling two of the three tracks. There was only one way to miss her—face first. I knew how to swear in Finnish, but nothing came. I was numb, anyway. I couldn't feel the snow covering me. I started down again, and it was over, simple as that. My name went up on the huge scoreboard, and someone congratulated me in English over the loudspeaker.

My time was 10 hours, 27 minutes, 51 seconds. Tom finished in eight hours—a good time. (The winner did it in 3 hours, 56 minutes.) Seija and I were satisfied but sore. We could hardly walk. So we *skied* to the dressing room.☐

Egypt

Imagine running past 'the smiling Sphinx'

By John F. McPoland

The author is the regional security officer at the U.S. embassy.

WOULD YOU BELIEVE a marathon course which begins at the Pyramids, down past the smiling Sphinx, along palm-shaded roads through ancient picturesque villages, out to the Step Pyramid at Sakkara, thence back to the Pyramid of Cheops (taller than the Washington Monument)?

This was the Egyptian Marathon on March 5, in which several members of the U.S. mission ran, including two regional security officers and two Marine security guards. Ever since reading "Fear of Jogging" by Erica Fly, I haven't done much running myself, but I certainly encourage this in others.

Our participants in the marathon and their order of finish were as follows:

Runner	Time	Rank
A. Bello	3:20:44	6th
M. Hager	3:21:35	7th
F. Weden	3:27:10	Tied 9th
T. Reese	3:27:10	Tied 9th
J. Lischke	3:32:26	10th
R. Mazer	3:49:06	12th
J. Schaeffer	4:22:22	17th

Regional security officer *Ron Mazer* in the final 50 yards of the Egyptian Marathon with his son *Corey* (directly in front of him), age 8, pacing him to the finish line.

Regional security officer *John Schaeffer* heading for the finish line.

Mozambique

'A full moon rises out of the ocean at the hour we run'

By Kristie Twaddell

The author, wife of U.S. chargé d'affaires William H. Twaddell, was on the track team at the University of New Mexico. She's a teacher and a mother of two.

AMONG the things you probably don't know about Maputo is that this capital is an excellent place for running. The winter months, April to October, are ideal—cool, dry and sunny. The summer months are warmer and wetter, but even on the hottest day of summer (likely to be Christmas) there is always a breeze off the Indian Ocean. The setting, in short, is lovely.

Ms. Twaddell

I run with Elizabeth Lockwood, whose husband, Danny, is a communicatons officer here. Liz and I start off along a bluff overlooking a long crescent beach edged with palm trees. The sea is a dark greenish-blue, and the sky, at evening, opalescent blue and pink. Periodically, a full moon rises out of the ocean just at the hour when we run.

Despite the physical attractions of the place, there are subtle psychological drawbacks that have discouraged most would-be runners here. To begin with, running along the beach under those picturesque palms makes me nervous. I imagine the brisk sea breezes dislodging a coconut that crashes down on my head. And, then I have that slight but pervasive feeling that I'm being a bit foolish. Mozambican women walk everywhere, miles and miles each day, often carrying a baby in a shawl on their backs and a gerry can of water on their heads. But we Americans drive around in our cars all day long, then run in circles for an hour to keep fit.

Worst of all is the feeling of isolation. We seem to be the only foreign women running in Mozambique—in fact, almost the only foreigners period. The Chinese also run, but en masse on a track, at dawn. We can't compete with that kind of solidarity.

A couple of guys from the Dutch embassy are joggers, too. But they refuse to run with us. I wish I could believe it's because they're afraid we'd beat them.

So there we are, surging along as fast as we can, upholding the honor of American womanhood, when a Mozambican, or several, will come hurtling by us like a train, most frequently going up a long, steep hill. Fortunately, the Mozambicans are very courteous people. They don't jeer. They don't even cast glances of pity. Good thing—'cause if they did, I would weep.

I have come to look at it this way: Running out here is not only good training for the body, it toughens the moral fiber as well. But when Liz leaves in August, I don't know what I'm going to do. My moral fiber is only just so tough. □

Dominican Republic

Running in the 90s thru the sugar cane, watered by watchers

By Linda Mills Sipprelle

The author is the wife of Dudley G. Sipprelle, consul general in Santo Domingo, and also the daughter of a career diplomat, retired Ambassador Sheldon T. Mills, who, the author informs us, is now bicycling twice a day with Mrs. Mills around their home in Santa Barbara, Calif.

THE JOY of living, and running, in the Dominican Republic is one of the Foreign Service's best-kept secrets. This island, with its colorful flora, jagged coral formations and all sorts of multiple-variety palm trees skirting the Caribbean, is beautiful. But it is the people that make this post special. They are friendly, enthusiastic and tolerant—and have a wonderful sense of humor.

As luck would have it, near our home is the lush and verdant National Botanical Garden, where I do most of my training. Early each morning, I head for its 3¾-mile perimeter which includes hills, shady park areas and a wide sidewalk. I exchange greetings with inhabitants of the neighborhood, who are very interested in my running. They ask: "How many rounds today, little housewife?" Or: "Have a good day, little friend." Or: "Good morning, little blond" (the name most Dominicans have given me). The children, who often run along with me, call out: "Wait for me, little mother!"

Soon after our arrival here, I ran my first of many races—a 16-kilometer run along the "Malecon," or seafront. This long boulevard, with its handicraft exhibits, sidewalk restaurants and wandering musicians, is a delight to visit at any time. And to run a race in the area is pleasurable indeed.

One race I'll never forget was the 42-kilometer run in the center of this country, from the city of La Vega to the city of Mocca and back again. The race started around 3 p.m., when the sun's rays are occasionally less penetrating. But on race day, this was not the case. The temperature was in the 90s, and so was the humidity. Only 2 of the 50 participants were women, so we got special attention. A phalanx of bicyclists and motorcyclists accompanied us along the hilly, narrow, sugar cane-lined highway. A small truck with a loudspeaker preceded us urging all spectators (everyone in both villages seemed to be watching the race) to throw water at us to cool us off. They tried. Every family filled their largest bucket and cheerfully drenched us as we sloshed by. Many of the runners ran shoeless and, with the weight of my water-logged shoes, I

"Little blond" on the Malecon. *(Photo by ICA)*

wished my feet were in condition to do the same. By the time I approached the finish, a rainstorm had taken place, dusk was falling and many of the onlookers were cheering, chanting and running along at my side. My legs were behaving outrageously, almost refusing to move. Somehow I staggered to the town square, where the race ended.

Not long ago, a chocolate company sponsored a 10-kilometer race through the streets of Santo Domingo. Only 200 runners were expected. Much to the race director's surprise, 1,272, including 50 women, showed up. The running bug has definitely caught on in the Dominican Republic.

It's fun for me to be constantly asked for interviews, to appear frequently in the sports section of local newspapers and to be featured in a TV documentary. But the most exhilarating part of all is to have been asked to represent my club and the city of Santo Domingo in the national games in 1983, where I'll run the 1,500 and 3,000 meters. For someone old enough to be a grandmother, I can think of nothing more delightful. □

Kenya

It's very hazardous to be on your bike (BOWWOW!!!)

By Janis Benson

The author is the wife of Philip Benson, cultural affairs officer.

BIKING for me has been a way of life. Now we are posted here in Nairobi, where it's safer to walk past a pride of lion than to try to cross the street during rush hour.

But that doesn't mean I can't cycle for health and exercise! Think of all the benefits one derives from cycling: (1) It firms thighs, tummy, calves and slims the waist—and buttocks; (2) it consumes calories; (3) steady biking relieves tension; and (4) it clears the head and develops your sense of awareness, as well as your agility and balance.

I've compiled a list of items I consider necessary for safe and enjoyable Kenyan cycling. You will need the following:

—A crash helmet.

—A kidney belt and teeth guard.

—High sturdy boots to kick away dogs and prevent their teeth from sinking in.

—A pellet gun to zap the dogs if a kick fails.

—A gas mask in case you're stuck behind a truck belching out smoke, as you surely will be.

—Padding on elbows, shoulders and derriere.

—Two rear-view mirrors. But maybe not—perhaps it's better not to see what's coming!

By the way, you can't expect to see me riding my bike for awhile. You see, I was following too close behind an overloaded (is there any other kind?) bus. The door slid open and a man fell out. He fell on the bike and the bike fell on me. The bike was unscathed. The fellow sustained only minor cuts and bruises. But, in spite of my protective gear, I'm pretty beaten up. With my black-and-blue face, I can't say cycling has done much for my beauty—but I'm getting a good long rest, and that, at least, is good for my health.■

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SANTIAGO, Chile—*Fred Becchetti*, wearing No. 150, runs with men over 30 in the annual 7-kilometer race cosponsored by the ICA binational center here, where Mr. Becchetti is director. Awaiting the runners, as a reward, are Chile's traditional meat pies and hot wine.

News Highlights

Haig announces new program for Civil Service employees

Its aim is to have them realize 'their fullest potential'

A NEW Civil Service Employee Development Program, providing training and intended to enhance careers and productivity, was announced by Secretary Haig on May 3 in a letter to all members of the Department. "Employees will be provided the maximum opportunity to develop to their fullest potential while meeting Department needs," Mr. Haig said. "In this era of budget cuts, it is essential that greater emphasis be placed on our employee development to accomplish our mission efficiently and effectively. I am fully committed to the career development and enhancement of the Department's Civil Service employees and am asking full management support in the effort to ensure the success of the program."

Elaborating on this theme, Myra Shiplett, associate director of personnel (Civil Service), said in an interview: "We want a training system that will be of value both to employees and their supervisors. The major emphasis this year will be on design and implementation of a supervisory development program. We want to work with the bureaus, first to identify the skills needed to become a good supervisor, then to help supervisors gain those skills. [Supervisors are defined in the program as individuals who regularly assign and review the work of three or more employees, and who implement policies formulated by management.] We can assist the most people by beginning with supervisors. As they become more effective through training, their employees also benefit. And after a good training experience, supervisors may be more inclined to encourage their staff members to pursue training opportunities."

"There are supervisors who have strengths in some areas and not in others," said Pat Popovich, chief of the Personnel Management Division in the Office of Civil Service Career Development and Assignments. "For instance, one supervisor may need to know more about the classification system, while another may know a lot about classification but not very much about counseling employees. We hope to train in specific areas, so that supervisors can get what they need without sitting through what they don't need."

The program will operate under the direction of the Office of the Direc-

Myra Shiplett **discusses training program with bureau executive directors** ***Jack Jenkins,*** **left, Economic and Business Affairs, and** ***John Shumate,*** **Administration.** *(Photo by David M. Humphrey, Visual Services)*

'Worth the investment'

One Department manager who, according to the Bureau of Personnel, has encouraged his staff to pursue training opportunities is Jack Jenkins, executive director, Bureau of Economic and Business Affairs. Mr. Jenkins said in an interview with STATE:

"The initiative of the employee is very important for career growth. I think training should be a two-way street for employees and supervisors. One of my staff members, for example, is now attending a congressional seminar that I took last year and raved about. After hearing me, he said it sounded like something he too would be interested in. I've gone to employees to discuss their career development, and I've said: 'Here is a course you ought to think about.' But if an employee isn't committed to his or her own training, they may never get it.

"It's true that more training may mean more time away from the office for certain employees. And because we're being asked in the federal sector to do more with less, it will become more difficult for managers to do without employees while they're enrolled in training. But on the other hand, you also can do more with less by training and developing what you have. I believe training is worth the investment."

tor General of the Foreign Service and Director of Personnel, in cooperation with the Foreign Service Institute, bureau executive directors and a Training Council chaired by the deputy director of the institute. The council is responsible for developing the training policy and overseeing its implementation. Members include the executive directors of bureaus with a substantial number of Civil Service employees.

Bureau executive offices will play a key role in administering the program. A training officer selected by each bureau will coordinate training activities with the Training Council and the Office of Civil Service Career Development and Assignments. "We want to work with training officers, to help them identify the training needs in their bureaus, and to be sure they have the training resources necessary to do their jobs," said Ms. Popovich. Factors to be considered in selecting employees for training are the Department's needs, the availability of funds and the employee's own needs and potential.

"We're not trying to re-invent the wheel with this new program," said Ms. Popovich. "We just want to supplement and expand on what's already here at the Department."

"And we want to do so in a systematic way," said Ms. Shiplett. ☐

U.S. bond drive is on

A letter by Secretary Haig to all employees urges them to participate in the U.S. savings bond campaign, which is being conducted in the Department and at posts overseas this month. "I urge you to give your support by joining the Payroll Savings Plan or by increasing your present allotment," the Secretary wrote. "It is a positive way to help your country and a great way to make your own future brighter."

Reagan's order helps wives working abroad to win U.S. jobs here

President Reagan has issued an order that makes it easier for certain wives and husbands of U.S. Government employees serving abroad to win Civil Service jobs on their return to the United States. Executive Order 12362, retroactive to January 1980, applies to spouses working in temporary positions overseas. It grants them noncompetitive eligibility status for Civil Service career positions.

The order helps all U.S. citizen family members who accumulate a total of two years' experience abroad, over a 10-year period, in appropriated fund positions—such as PITs (part-time, intermittent, temporary), AFM/FSNs (American family members filling Foreign Service national positions), LIRs (limited indefinite residents) and RHs (resident hires).

Once the family member is back in the United States, s/he is given two years to locate a federal career-conditional position for which s/he is qualified and be hired directly without going through the Office of Personnel Management register. Credit may be earned equally for full-time and part-time employment.

When in the career-conditional position, the individual must work satisfactorily for three years before earning permanent re-employment rights. But should the three-year period be interrupted by further overseas service, the new regulations issued by the Office of Personnel Management in FPM Letter 315 (STATE, March, Page 25) would apply.

Susan McClintock, employment program officer in the Department's Family Liaison Office, pointed out that the presidential order grants a privilege similar to one conferred on returned Peace Corps volunteers some two decades back. "This executive order will go far," she said, "to alleviate the hardships imposed on U.S. Government spouses who frequently have no other employment opportunities overseas than what the mission has to offer. Many of them thus build a long U.S. Government service record through intermittent U.S. Government employment, in temporary noncareer positions overseas, which previously gave them no rights or privileges upon their return. Depending on the wife's or husband's skills and qualifications, it might have taken him or her many months on their return to this country, even a year or more, to be certified for Civil Service employment and selected from the register. Even though the Government job market is retrenching rapidly here in Washington, at least spouses will no longer have the added burden of having to compete for these jobs as outsiders."

Guidelines based on the order will be issued soon, and will be transmitted to all posts by cable. For information, contact Employment Coordinator, M/FLO, Room 1212A, Department of State, Washington, D.C. 20520, telephone (202) 632-2387 or 632-3179.☐

Record on career envoys is good, Senate is told

Under Secretary Richard T. Kennedy said in congressional testimony recently that the percentage of career officers serving as ambassadors in the Reagan administration "is consistent with that of other administrations in recent years." Moreover, he said, there is "high concern [on the part of] the President and his foreign policy advisers to seek the most qualified persons to represent the President and the United States abroad."

Mr. Kennedy appeared on April 28 before the Senate Foreign Relations Committee. He said there that the administration is opposed to a bill by Senator Charles McC. Mathias (R.-Md.) which would require that not less than 85% of chiefs of mission be career members of the Foreign Service. The under secretary made the point that the bill is unnecessary, and added that it could be considered an infringement on the constitutional authority of the President to nominate ambassadors.

In addressing the number of career vs. noncareer appointees, he noted that "the percentage of ambassadors to other countries today who are career officers is equal to or greater than in 10 of the last 20 years, from 1961–1980." He pointed out that "83 ambassadors to other countries are career officers while 34 are noncareer, a mix of 71% and 29%" Mr. Kennedy also stressed President Reagan's "highest confidence in and respect for the career service," as indicated by his "selection of career officers to represent U.S. interests in areas and at posts where our most vital concerns are engaged—including NATO, China, Israel, Saudi Arabia, Egypt, the USSR and El Salvador."

In referring to the role and selection of ambassadors, Mr. Kennedy observed that the President had recently indicated, in a letter to all chiefs of missions, the "importance he attaches to the ambassadorial role. He has assigned to the ambassador very broad responsibilities 'to protect and advance the United States' interests abroad,' and made it clear that he views the ambassador as his personal representative to the host government." In selecting ambassadors, Mr. Kennedy said, "we seek candidates who not only are at ease in a foreign environment, carrying out their representational functions, but who also can contribute, through their perspective, reporting and analyses to the policy deliberations in Washington."

In closing his testimony, the under secretary reiterated the President's and the Secretary's personal respect for the dedication and solid professionalism of the Foreign Service. Mr. Kennedy stated that "the Service provides an outstanding cadre of experienced Foreign Service professionals for ambassadorial appointments," adding that "the great majority of ambassadorial appointments have been, and will continue to be, drawn from the Service." Mr. Kennedy followed up his testimony with a letter to Senator Mathias reiterating the confidence of the President and the Secretary in the career Foreign Service.

Also appearing at the hearing to testify were Ambassador Charles S. Whitehouse, president of the American Foreign Service Association, and former Ambassador Malcolm Toon. Former Ambassadors Carol Laise, John W. Tuthill and Theodore L. Eliot Jr. also testified on Senator Mathias' legislative proposal.☐

Junior officer unit reorganizes

The Junior Officer Division, in the Office of Foreign Service Career Development and Assignments, has reordered the responsibilities of career counselors. Effective June 1, junior Foreign Service officers who do not have tenure are to be assigned to career counselors alphabetically—not by cone, as in the past.

Junior officers at the FS-4 through FS-6 levels are to be assigned to the following career counselors: Officers with the last name beginning with A through I: Walt Manger; J-M: Charlie Magee (until August) and Edward Gnehm (beginning in August); N-Z: Cliff Tighe (until July) and Jim Woolwine (beginning in July).

Charlie Magee, chief of the division, is being transferred. He is to be replaced by Edward Gnehm, who also will be responsible for counseling the officers listed above. Mr. Manger replaces Max Robinson as deputy chief. In addition, he will be the coordinator of the junior officer rotation program and the junior officer reporting and analysis program. Cliff Tighe, career counselor for the administrative cone, also is transferring. He will be replaced by Mr. Woolwine.

In a telegram to all posts on May 7, the Department pointed out that the shift "away from counseling by cone will not alter the guidelines for assignment patterns or tenure precepts for career candidates which are contained in Foreign Affairs Manual Circular

Recent speakers at the Secretary's Open Forum included Rep. *Norman Y. Mineta* (D.-Calif.), left, and economist *John Kenneth Galbraith*.

The Khmer Classical Dancers, the only major group of its kind to have survived the Cambodian holocaust, perform in the Dean Acheson Auditorium, May 3, in celebration of Asian/Pacific Heritage Week, which was also marked by an exhibit in the D Street lobby, prepared by Rose Grover of Visual Services. Under Secretary Richard T. Kennedy was a speaker at the event. Rep. Norman Y. Mineta (D.–Calif.) addressed the Secretary's Open Forum, May 5, in connection with the observance. *(Photo by David M. Humphrey, Visual Services)*

749 of April 24, 1978. It does, however, emphasize the continuing importance the Department places on the need for interfunctional training and rotational assignments for untenured officers during their four-year career candidacy probationary period."

Margaret Anderson, career counselor in the Office of Foreign Service Career Development and Assignments, has been named Mustang coordinator. Earl Ambre, also a career counselor in that office, will be in charge of excursion tours. They are in Room 2419, telephone (202) 632-9659. Career development officers in the Junior Officer Division are also in Room 2419, Main State, telephone (202) 632-7691.☐

'Thursday' group sponsors counseling sessions

The Thursday Luncheon Group, an organization of black professionals in the foreign affairs agencies, has scheduled a series of noon "brown bag" seminars on career counseling. The sessions are open to both Civil Service and Foreign Service employees.

Topics and dates are:

—"Performance Reports for GS Employees"—June 15, Room 600, 1750 Pennsylvania Ave., and June 24, Room 1406, main State building.

—"Restructuring the Form 171"—June 22 and 24, same places, respectively.

—"Skills Needed for Promoting Successful Interviews"—September 21, Room 1408, main State.☐

How to file claims relating to personal property

Claim—Any claim filed by an employee of the Department of State, the International Communication Agency or the Agency for International Development, for damage to, loss, destruction, capture, or abandonment of employee's personal property incident to service (6 FAM 310.3a).

FOR MANY Foreign Service personnel, it's time to change assignments, which means shipping personal property all over the world. Inevitably, some cases of damage do occur. All State, ICA or AID employees should use this article, in conjunction with 6 FAM 300, as a guide to filing a claim correctly.

Your claims assistance officer, usually in the post's administrative section, will be able to supply the claims form, DS–1620, and whatever information you need. When the form is submitted to the Office of Operations (A/CPR, ATTN: FMAS/CL) at the Department, all necessary documentation must be attached. This *always* includes a copy of your assignment orders. For items damaged in shipment, include all accompanying travel documents. For items destroyed or damaged beyond repair, include whatever documentation is available to show their cost. For repairable items, include estimates of repair costs (done by a professional, if one is available), in addition to information concerning the value of the damaged items. If the loss was incurred through theft, the post security officer's report and the local police report (if available) must be enclosed.

The minimum amount of loss necessary to file a claim is $50. The maximum allowable payment is $15,000. This maximum applies per incident. For example, if your automobile is destroyed in the embassy parking lot when hit by a runaway truck, and a fire at your quarters destroys your furniture, the maximum payment in each case could be $15,000. If, however, a fire in your garage destroyed your car and spread to the house and destroyed the furniture, a single $15,000 limit applies. The only exception to this limit are losses due to an evacuation, at which time the maximum payable claim rises to $40,000.

A claim must be presented in writing within two years after the date on which the loss occurred or the prospective claimant was officially notified of the loss (in cases where the loss did not occur where the claimant was located). This date is known as the claim accrual date. Since someone filing a claim usually wants to do it as soon as possible, this deadline rarely presents a problem. Occasionally, however, potential claimants decide to wait until returning to the Department at the end of their assignment abroad. If this is more than two years after the claim accrual date, the claim will be disallowed.

State, ICA and AID employees should also be aware that carrying insurance coverage on their belongings almost always is to their advantage. Through insurance, an individual can set the limits of coverage and, in nearly all cases, be assured of more rapid claim processing than is possible in the Department. If you do have insurance coverage, or a valid claim against another party, such as a moving company or ocean freight carrier, a claim must be made against and settled with that entity prior to filing a claim with the Department.

The importance of insurance coverage was made apparent to one employee when all his possessions were destroyed in a warehouse fire. His insurance had lapsed; the warehouse's settlement was by weight of the items stored not their value; and the only other party to whom a claim could be made was the U.S. Government. The claim was completely documented at more than $90,000, with bills of sale, receipts or professional appraisals of the items destroyed. Due to the limit per incidence of loss, the Department could make reimbursement of only $15,000.

Even for claims of less than $15,000, claimants often find the amounts of reimbursement have lesser dollar amounts than those listed on their DS–1620s. Values of destroyed or damaged items are modified by two separate factors, one for inflation and one for depreciation. As an example, consider a claimant's sofa, destroyed when the embassy truck transporting it was involved in an accident. The sofa was purchased in 1975 for $300. That amount is multiplied by an inflation factor of 1.63, giving a replacement cost of $489. This is then depreciated at a rate of 5% per year for the seven years from 1975 to 1982, giving the claimant a payment of $317.85.

One final reminder: When filing a personal property loss claim, be sure to keep a copy of all the documents involved. In case any problems occur in adjudication of the claim, you will have all the information necessary to provide additional documentation or answer any questions which may arise. Any inquiries about claims should be sent to the attention of the Office of Operations, using TAGS of "ACLM". □

East Europe, Yugoslavia

The name of the Office of Eastern European Affairs has been changed to the Office of Eastern European and Yugoslav Affairs. John R. Davis Jr. is director of the office. ■

Yummy Dept.

From the newsletter of the U.S. embassy in Malaysia:

> The "Kuala Lumpur Diplomatic Cookbook" will be off the presses and ready for sale during the first week of May. It is a compilation of recipes from most countries with diplomatic missions [here] . . . There are 111 recipes, ranging from Australia's Pavlova to Yugoslavia's Slovenian Almond Squares. The cuisine of 42 countries, contributed by 30 good cooks, is contained in the book.

Appointments

White House announces choice of Buckley as counselor

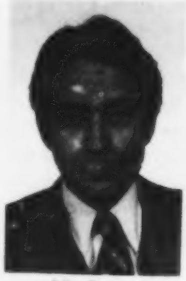
Burt to European Affairs; Rear Adm. Howe at Politico-Military

PRESIDENT REAGAN has announced his intention to nominate James L. Buckley, under secretary for security assistance, science and technology, as the new counselor of the Department. On the same day, the President also announced his intention to name Richard R. Burt, director of the Bureau of Politico-Military Affairs, as the new assistant secretary for European affairs. And in a related action, Secretary Haig named Rear Admiral Jonathan T. Howe, since April 1981 the senior military assistant to the deputy secretary of defense, to succeed Mr. Burt at the politico-military bureau.

Mr. Buckley would succeed Robert Carl McFarlane, who now is deputy assistant to the President for national security affairs. Mr. Burt would succeed Lawrence S. Eagleburger, now under secretary for political affairs. In announcing the shifts the White House said: "As the new counselor ... Mr. Buckley will be a principal officer of the Department performing a greatly expanded counselor's role. Mr. Buckley will be charged with the performance of sensitive, high-level missions on behalf of the Secretary of State. He will also deal with sensitive functional foreign policy matters, as requested by the Secretary."

Mr. Howe began his career with the Navy in 1958, and was assigned to the USS Bremerton. From 1969 to 1973, he was a member of the National Security Council staff, as military assistant to the assistant to the President for national security affairs. In 1974 he commanded the USS Berkeley. After returning to Washington the following year, he became assistant to the Vice President for national security affairs and military assistant. He later was commander of Destroyer Squadron 31, 1977–78; chief of staff to the commander, Seventh Fleet, 1979; then senior military assistant to the deputy secretary of defense. He became a rear admiral in January 1980.

Mr. Buckley


Mr. Burt

Mr. Howe

Mr. Howe was born on August 24, 1935. He was graduated with "distinction" from the U.S. Naval Academy in 1957, with a bachelor of science. He later took postgraduate work at the Fletcher School of Law and Diplomacy, where he earned a master's, a master's in law and diplomacy and a doctorate, 1967–69. He also wrote a book, "Multicrises: Seapower and Global Politics in the Middle Age."

Mr. Howe has twice won the Legion of Merit. He also holds the Distinguished Service Medal and the Defense Distinguished Service Medal. He is married to the former Harriet Edith Mangrum; they have six children. □

Sayre takes over terrorism post

Ambassador Robert M. Sayre has assumed his new duties as director of the Office for Combatting Terrorism, succeeding Anthony C.E. Quainton. Mr. Sayre also is chairman of the Department's Policy Group on Security Policies and Programs and Contingency Planning.

Mr. Sayre was ambassador to Brazil from May 1978 until last September. Before his posting to Brasilia, he was inspector general of the Foreign Service, 1976–78. He also was the U.S. envoy to Uruguay, 1968–69, and Panama, 1969–74. From 1967 to 1968 he was the acting assistant secretary for inter-American affairs.

He joined the Department in 1949 as an intern. He later held assignments as international economist, Bureau of Economic Affairs and Bureau of Inter-American Affairs, 1950–52; international relations officer in the latter bureau, 1952–56; officer in charge of inter-American security and military assistance affairs, 1956–57; and chief of the political section in Lima, 1957–60.

From 1960 to 1961 he was financial officer in Havana. He returned to Washington in 1961 to become President Kennedy's executive secretary of the task force on Latin America. He also assisted in efforts that put together the Alliance for Progress.

Mr. Sayre was officer-in-charge of Mexican affairs, 1961–64; senior staff member, National Security Council, 1964–65; and deputy assistant secretary for inter-American affairs, 1965–67.

After his tours as envoy in Uruguay and Panama, he was a Foreign Service inspector, 1974–75.

Mr. Sayre was born in Hillsboro, Ore., on August 18, 1924. He received a bachelor's from Willamette in 1949; a doctorate in law from George Washing-

Mr. Sayre

Mr. Anderson

ton in 1956; a master's from Stanford in 1960; and an honorary doctorate in laws from Willamette in 1966. He is a member of the bar of the District of Columbia and of the U.S. Supreme Court. Mr. Sayre was a captain in the Army in World War II; he is a colonel in the Army reserves.

He is a member of the American Foreign Service Association, American Academy of Political and Social Science, Association of the U.S. Army, Audubon Society and Phi Delta Theta fraternity. He has twice won the Department's Superior Honor Award—in 1964 and 1976. Mr. Sayre is married to the former Elora Amanda Moynihan; they have two sons and a daughter. ☐

Robert Anderson: Dominican Republic

President Reagan has announced his intention to nominate Robert Anderson, a former ambassador to Dahomey and Morocco, as the new ambassador to the Dominican Republic. He would succeed Robert L. Yost.

Mr. Anderson has been special assistant for international affairs to the commander-in-chief, Atlantic, and the supreme allied commander, Atlantic, at Norfolk, Va., since 1978. Before his appointment as envoy to Morocco in 1976, he was special assistant for press relations to the Secretary, as well as Department spokesman, 1974–76.

Mr. Anderson began his Foreign Service career as a transport officer in Shanghai in 1946. He later was political officer in Nanking, 1947–48; on temporary duty in the Bureau of East Asian and Pacific Affairs, 1949–50; principal officer in Chiengmai, Thailand, 1951–52; political officer in Bangkok, 1951–52, and New Delhi, 1953–55; and Ceylon desk officer in the Bureau of Near Eastern and South Asian Affairs. In 1957 he became a staff assistant in the Bureau of Public Affairs.

Mr. Anderson later was chief of the reports section, Bordeaux, France, 1959–61; commercial policy officer, Paris, 1961; special assistant to the ambassador, also in Paris, 1962–63; then special assistant to the deputy secretary of state, 1963–65. From 1965 to 1966 he was deputy director, Office of Western European Affairs and, from 1966 to 1968, he was country director for France and Benelux (Belgium, Netherlands and Luxembourg) in the Bureau of European Affairs. After a tour as counselor for political affairs in Paris, 1968–72, he was appointed ambassador to Dahomey (now Benin). He served in that post until 1974, returning to Washington to take the press relations position in the Department.

In 1981 Mr. Anderson was appointed a career member of the Senior Foreign Service, class of minister-counselor. He won the Department's Commendable Service Award in 1959. He is a member of the Council on Foreign Relations, International Institute for Strategic Studies, London; president of the Tangier American Legation Museum Society and a member of the corporate board, Tangier American School.

He was born in Boston on January 6, 1922, and received a bachelor's from Yale in 1944. From 1943 to 1946 he was a first lieutenant in Army intelligence. He is married to the former Elena Fenoaltea; they have two daughters and a son. ☐

Whaling commission

President Reagan has appointed John V. Byrne, administrator of the National Oceanic and Atmospheric Administration, as U.S. commissioner on the International Whaling Commission. ☐

Low heads Foreign Service Institute

Stephen Low, a career Foreign Service officer, has been designated director of the Foreign Service Institute and will take up his duties on June 16.

Mr. Low

He is currently finishing a year as a diplomat-in-residence at the University of California, Santa Barbara. Prior to that, he was ambassador to Nigeria, 1979–81, and to Zambia, 1976–79. He is a member of the Senior Foreign Service with the rank of career minister.

Mr. Low joined the Service in 1956, and was assigned to the Department as an intelligence and research specialist. Later that year, he went to Kampala as an economic and labor officer. He returned to the United States in 1959 to attend labor studies at Harvard University. Following his studies, he served in Dakar as a labor officer, then as chief of the political section. In 1964 he was assigned as officer-in-charge for Guinea-Mali affairs in the Bureau of African Affairs. He then served as a special assistant to the deputy under secretary of state for political affairs, for two years. In 1967–1968, Mr. Low studied at National War College. After completing his year of study, he served as counselor of political affairs in Brasilia and, in 1971, returned to the Department as director of Brazil affairs in the Bureau of Inter-American Affairs. His last domestic assignment before his appointment as ambassador was a detail to the National Security Council in 1974.

Mr. Low was born in Cincinnati on December 2, 1927. He served in the Army after graduating from high school. In 1950 he received a bachelor-of-arts degree from Yale. Thereafter, he attended Fletcher School of Law and Diplomacy, where he earned his master's, 1951, and a Ph.D., 1956. He speaks Spanish, French and Portuguese.

He is married to the former Helen Carpenter; they have three sons, Stuart, Rodman and Peter.☐

People at State

Denis S. Lamb is the new deputy assistant secretary for trade and commercial affairs, Bureau of Economic and Business Affairs ... **Teresita C. Schaffer** is director, Office of International Trade in that bureau ... President Reagan has accorded the rank of ambassador to **Selwa Roosevelt,** chief of protocol.

President Reagan has nominated **James Eugene Goodby,** a minister-counselor in the Senior Foreign Service, for the rank of ambassador during his tenure as vice chairman of the U.S. delegation, and State's representative, to the strategic arms reduction talks (START).

ALGIERS—Ambassador *Michael H.* *Newlin*, left, presents his credentials t
President *Chadli Bendjedid*.

Personnel's Civil Service office gets new director

Kenneth Hunter is the new di
tor of the Office of Civil Service
reer Development and Assignment
the Bureau of Personnel. He succe

Mr. Hunter

Philip J. Bourb
who retired.

Mr. Hu
was director
the Division
Personnel, Fe
al Trade Comn
sion, before c
ing to State.
also served i
variety of s
and supervis
positions, including deputy directo
personnel, and was the commissi
first full-time director of equal
ployment opportunity.

Mr. Hunter, a native of Chica
received a bachelor's in business
ministration from the University
Maryland in 1970. He also has d
graduate work at George Washingt
He is married and has th
daughters. ☐

Economic offices: new names

The Bureau of Economic a
Business Affairs has renamed three
its constituent units. They are the C
fices of Maritime and Land Transp
(formerly Maritime Affairs) and Bu
ness and Export Affairs (forme
Commercial Affairs), and the Mari
and Polar Minerals Division (forme
the Commodity Policy Division). ☐

Monetary fund

President Reagan has announc
his intention to nominate Charles
Dallara, since March 1981 special a
sistant to the assistant secretary of t
treasury for international affairs,
alternate U.S. executive director of t
International Monetary Fund.■

On the Job

The lowdown on leave (of all kinds)

Here are some tips on how to qualify for it

"I OVERSLEPT . . ."

"There was too much traffic . . ."

"I was too tired to come in . . ."

These were some of the excuses that just one State employee gave recently as he kept taking time off from work, without asking for it. Finally, his supervisor took action, reporting the employee to his bureau executive office. That office sent him a warning letter. But the problem continued . . .

The supervisor then started docking him as being absent without leave. He was told he could no longer use annual leave or sick leave to cover his unauthorized absences, and that he wouldn't get paid for the time away from work. Then, when this didn't help, he was suspended for 20 days. And when *this* didn't help, he was suspended permanently—he lost his job.

Knowing the rules

This case, although not typical, is a true one. It represents an extreme example of leave abuse—a concern of the Department that has been getting some attention. Members of both the Foreign Service and the Civil Service can be guilty of such abuse; they are covered by the same law governing absences and leave. When infractions occur, it's usually because employees don't know the rules about requesting leave and their supervisors don't know the rules for granting or denying it, according to Robert Russum, chief of employee relations in the Bureau of Personnel's Office of Civil Service Career Development and Assignments.

Mr. Russum says that employees who abuse leave seem to fall into two main categories: "In one group there are those who've generally been dependable. But then they start going downhill. They begin to come in late. They take long lunches. They are absent during the day. Individuals in this category might be overwhelmed by some event in their personal lives, and they're unable to cope at work. For instance, there was one employee who was absent for several days. It turned out he had a drug problem. We suggested counseling to him, as we will do in cases of this kind. But we also told him he'd be subject to discipline if his record didn't improve.

Conferring on a case of leave abuse are *Robert Russum* and Bureau of Administration personnel officers *Sara Maddux*, standing, and *Janice Singleton*. *(Photo by David M. Humphrey, Visual Services)*

"The second category includes employees who have what I would call attitudinal problems. They just don't care about their responsibilities, and they seem to thumb their noses at work in general. There was one employee who just stayed away and wouldn't even make herself available to us. She disconnected her telephone."

Then there are the supervisors, Mr. Russum says, who make it easy for an employee to abuse leave. He adds that the biggest fault of these supervisors is that they wait too long before reporting the abuse. They let it get out of hand until, eventually, they *need* to take action because the work isn't getting done.

Being an effective supervisor

"Effective supervisors will confront employees as soon as a problem is apparent," Mr. Russum says. "In one recent case, a supervisor warned an employee about being late and taking long lunches. When that individual's attendance didn't improve, the supervisor began to dock her for the extra lunch time. Finally, it became necessary to suspend the employee for two weeks. But since that time, she's been arriving at work on time and the problem seems to be straightened out—probably because the supervisor moved promptly to confront it."

The Bureau of Administration is one bureau that has been particularly active both in educating its supervisors and employees and in enforcing the rules. Memos were sent recently to all employees in certain offices where leave abuse had become a problem. A personnel officer there explains: "We decided to make the leave policy clear to everyone in those offices, instead of waiting for problems to emerge and then having to deal with them on an individual basis. Now the rules are being enforced and the situation is much better."

Bureau of Administration guide

Included in the bureau's memos was the following information on leave:

—All leave must be approved by an immediate supervisor, *but* supervisors are not obligated to grant leave simply because it is requested. In general, decisions on whether to grant leave are based on the needs of the Department, rather than solely on the desires of employees.

—Many employees, when calling in to report that they will be absent, are under the impression that leaving a message with whoever answers the phone is acceptable. Not so. Employees are expected to request leave from a supervisor, and give him or her some idea of how long the absence will be. Supervisors, on their part, are expected to elicit that information if it isn't offered. If it turns out that the absence will have to be longer than first anticipated, the employee must call in again to justify the further absence. Non-supervisory personnel are not authorized to grant leave.

—Annual leave, which should be requested in advance, when possible, on Standard Form 71, is intended for vacations and for personal business that can't be conducted after office hours. Even when a proper request is made, supervisors have the responsibility to decide when the leave may be taken.

—Sick leave is for use when employees are physically incapacitated to do their jobs, or for other medical reasons—such as exposure to a contagious disease, or the need for time for dental or medical examinations or treatment. Leave for prearranged medical appointments should be requested in advance, and absence for illness should be reported to supervisors as soon as practicable. Absence because of sickness or injury may be charged against annual leave rather than sick leave, especially when the employee has no sick leave. However, such substitutions must be requested in writing by the employee and approved by the bureau's executive office.

—A supervisor may request a medical certificate or other evidence to document a claim for sick leave in excess of three days, or in other circumstances where warranted. Without such evidence, it is within the agency's discretion whether to grant sick leave or any other type of leave, two alternatives being annual leave and leave without pay.

—Leave without pay is approved but unpaid leave. It must be requested by an employee who might want it, and is granted at the discretion of the supervisor. Such requests in excess of 80 hours must be approved by the bureau's executive office for Civil Service employees, or by an assignments panel if in excess of 90 days for Foreign Service personnel. Requests of 90 days or less for Foreign Service employees go to the bureau executive office.

"Leave without pay has very narrow grounds," says Mr. Russum, "such as health problems, or education that will be advantageous to the Department when the employee returns, or an employee's need to fulfill a military obligation. An employee can't *demand* leave without pay. Nor should the supervisor grant it just because an employee has no other leave left."

Other forms of leave

During the winter months especially, employees hear the terms "administrative leave" and "liberal leave." "Administrative leave is time off with pay, and it's not charged against annual or sick leave," Mr. Russum explains. "For example, when employees are excused early because of snow, they are not charged leave and they are paid. A liberal leave policy means encouraging supervisors to grant paid leave to employees who request it. But they will be charged for the leave."

Employees who abuse leave are given their first formal warning in what is known as a leave restriction letter, which directs the employee to document the reasons for all leave that is taken, no matter how brief the period of absence. "This is done to keep tab on absences from the duty station," says Mr. Russum. "For instance, if the employees who are always taking off a Friday here and a Monday there, or coming in late or taking long lunches, or nickel-and-diming an office with leave, the letter may tell them they must document the reasons for even one hour of medical leave, and must request all annual leave in advance. When this doesn't work, we may suspend the employee for a few days. If an employee is having personal problems that are affecting his attendance, we may also advise him that counseling is available through the Employee Assistance Program in the Office of Medical Services. And if *that* doesn't work . . ."

—DONNA GIGLIOTTI ■

American Diplomacy 1782

A vital concession

June 1782

By Jan K. Herman

THERE IS little action of consequence in the Hudson Valley, where the Continental and British armies camp but a few miles apart. Nevertheless, an incident last month in which a Tory officer ordered the execution of a captured Continental Army captain, Joshua Huddy, has set General Washington's blood simmering. In a letter to the British general in charge, Washington demanded that the perpetrator of this atrocity either be turned over to the Americans for trial, or a British prisoner of war equal in rank to that of the murdered American would be executed in retaliation. "Sincerely lamenting the cruel Necessity which alone can induce so distressing a Measure in the present instance, I do assure your Excellency, I am as earnestly desirous as you can be, that the War may be carried on agreeable to the Rules which humanity formed and the example of the politest Nations recommends . . ."

The officer is not delivered; lots are drawn among the British prisoners. The unlucky victim chosen to atone for the death of Captain Huddy is a 17-year-old, Captain Charles Asgill, taken at the surrender of Yorktown. Washington writes to one of his officers on the 4th of what must happen. ". . . I most devoutly Wish his Life may be saved; this happy event may be attained; but it must be effected by the British Commander in Chief. He knows the Alternative which will accomplish it and he knows that the Alternative only can avert the dire Extremity from the Innocent, and that in this Way alone the Manes of the Murdered Capt Huddy will be best appeased." Asgill's fate hangs in the balance.

General Washington

In Europe, a minor snag threatens to delay the opening of formal peace talks after Vergennes discovers that the British agent, Thomas Grenville, has been certified only "to treat with the King of France and his ministers," implying continuing nonrecognition of the United States. When Franklin points this out to the Englishman on the 1st, Grenville replies by saying that the omission of America is an obvious mistake by the Foreign Office. In fact, he tells Franklin that "he was instructed to acknowledge the independence of America previous to the commencement of the treaty." This matter would be cleared up, Grenville assures him. He goes on to flatter the diplomat, speaking of the high opinion the present ministry has of him. The wise old man is not taken in. "The time has been when such flattering language, as from great men, might have made me vainer, and had more effect on my conduct than it can at present . . ."

(One of a series)

Grenville continues to promote a separate peace, arguing that France is America's only treaty ally and that Spain and Holland could theoretically "insist on unreasonable terms of advantage to themselves . . ." Franklin refuses to be drawn into the argument. ". . . that the intended treaty not being yet begun, it appeared unnecessary to enter into considerations of that kind."

Richard Oswald comes by on the 3rd and continues the flattery where Grenville had left off. He also shows Franklin a memorandum from Lord Shelburne insisting that the loyalists be given fair compensation for their confiscated property. This is a totally absurd demand, replies Franklin. ". . . if there were justice in compensating them, it must be due from England rather than America . . . And if an account was to be brought against us for their losses, we should more than balance it by an account of the ravages they had committed all along the coasts of America."

On the 15th, Grenville returns to Passy with new credentials empowering him to treat with France or "with any other prince or state whom it might concern." Most importantly, Grenville notifies Franklin that he is "now authorized to declare the independence of America previous to the treaty as a voluntary act . . ." This is the vital concession Franklin has been waiting for.

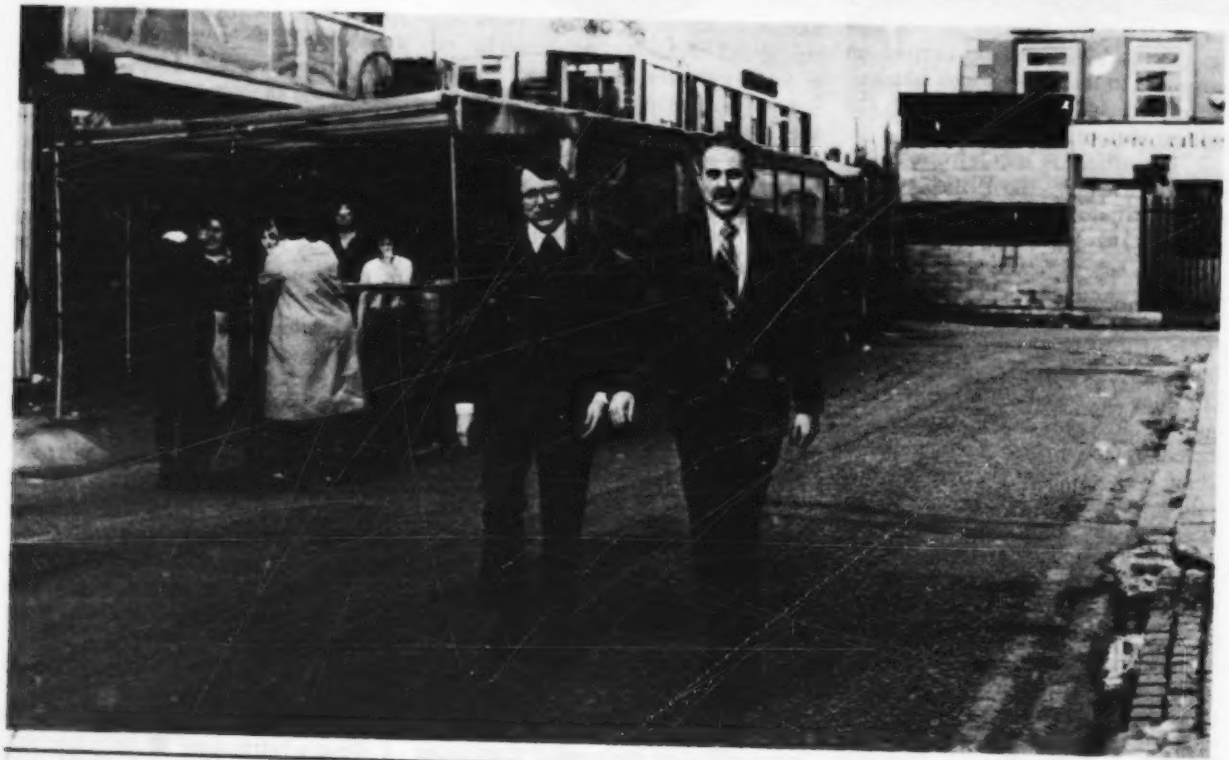
Three days later, the 76-year-old man is confined to bed with fever and a severe headache brought on by influenza, a disease that now rages unchecked through much of Europe. In fact, British Prime Minister Rockingham has been stricken and lies near death.

On the 23rd, John Jay arrives in Paris from Spain to assist in the negotiations. His presence could not have come at a better time. ■

Post of the Month: Belfast

THIS consulate general in Northern Ireland is a great-great-(etc.)-granddaddy post, one of the oldest in the U.S. Foreign Service. It was founded in 1796. It's a place where several traditions mix—British and Irish, Protestant and Catholic—and where family ties with the United States are strong. The post, in the center of this old industrial city, has a small and busy staff of 2 Americans and up to 11 local employees during the visa season. *(Photos by Esler Crawford)*

Passport and citizenship clerk *Roisin Kane* prepares a passport.



Consul *Robert A. Mosher,* left, and consul general *Michael A.G. Michaud* at one of the security gates which give pedestrians access into central Belfast. Blockhouse in right background is manned by the British army.

Enjoying the fresh air in front of Belfast City Hall, from left: visa assistant *Dorothy McPike*, consul *Robert Mosher*, administrative assistant *Patricia Aicken*, visa clerk *Patricia Shields*, secretary *Vervyne Treharne*.

Federal benefits assistant *Bette Megarry* at the central files, with her plants.

Security officer *Albert Bogle*, left, and driver *Dean McKechnie* at reception station overlooking the consulate general's waiting room.■

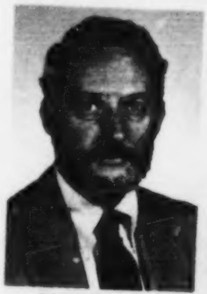
Book Reviews

An appraisal of some books on the art of negotiating

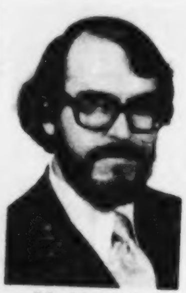
'Fresh attempts are underway to define the nature of the skill'

BY EDWARD A. MAINLAND
AND DAVID C. MCGAFFEY

Mr. Mainland is the coordinator and Mr. McGaffey the deputy coordinator for political training at the Foreign Service Institute. Both are Foreign Service officers.



Mr. Mainland



Mr. McGaffey

NEGOTIATION is a survival skill these days. Abroad, in every conflict—Poland, the Falkland Islands, southern Africa, Central America—negotiations are the alternative to street and field solutions such as war, terror, riot and sabotage. Domestically, negotiations decide national budgets, bureaucratic turf and presidential power. A number of important books discuss the process of negotiation.

What is the process at workaday levels? Think of what all Foreign Service officers do: they clear telegrams, get assignments, coordinate policy papers, carry out program decisions, persuade supervisors, nail down contracts or leases—they even convince a dismayed wife that the new post won't be so awful. Negotiating, then, can help in a variety of human situations, personal and professional.

We live in a society that rewards its best negotiators—whether they are legislators, lawyers, business people or bureaucrats. The State Department official who shows negotiating cleverness usually rises quickly. In fact, the ultimate accolade to elder diplomats is that they had helped negotiate some landmark agreement.

Where do we learn?

But where do we learn about the process of negotiation, and the skills needed to conduct it? Not in schools or universities. We just plunge in—we learn from hard knocks. Even Elliot Richardson, self-taught like most, has said that Cabinet-level service had not prepared him really to manage the complexity he found at the law-of-the-sea negotiations.

Should we consult writings of old-school diplomatists? They still have much to tell us. The world has changed, but human nature not so much. Francois De Callières (1716)[1] and Sir Harold Nicolson (1964)[2] tried to capture the essence of negotiation and pass it to future practitioners. And memoirs and articles of latter-day diplomats provide insights. But even the most successful negotiators may not be good at conveying a sense of the overall process, or the "secrets" of their effectiveness. Their reminiscing might seem simplistic, dated, anecdotal or self-serving.

Behavioral scientists who write on the subject fare little better. True, some experts have illuminated special facets of negotiating. Books by Zartman[3] and Druckman[4] are good recent examples. There is also the straightforward style of Fred Ikle.[5] Such writers can draw from what is known about game theory, coalition-modeling, cost-benefit analysis, bargaining behavior, political psychology and crisis interaction. But too often the practitioners dismiss the writings of the social scientists as being dry, jargonistic, abstract, not "real-world," or just plain ill-informed.

'How to' books

Then there are the popular "how to" books on negotiating. What can we get from them? The better ones at least help us see negotiation as a life process, not just as a narrow, formal, across-the-table specialty. They offer usable suggestions on communication, atmospherics, principles, tactics and strategy. A leader is Gerald Nierenberg.[6] Other examples are Karass[7] and Cohen.[8] But some self-help writers can be gimmicky and superficial. They tend to deal in "bags of tricks" and tactical ploys that, while making good reading, divert us from basics.

Negotiation as a skill currently is attracting intense study and examination. At the Foreign Service Institute, at the American Arbitration Association and elsewhere, fresh attempts are underway to define the nature of the skill and to teach it. In designing its course offerings, the institute examines many of the works on negotiation that are being published. Two recent books deserve close attention.

'Getting to yes'

Roger Fisher and William Ury, in "Getting to Yes: Negotiating Agreement Without Giving In" (1981),[9] attempt to offer a "clear, concise, and proven *method* of negotiation." Draw-

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1—DECALLIÈRES, Francois (translated by A.F. Whyte). *On the manner of negotiating with princes.* Notre Dame, IN: Notre Dame University, 1963.

2—NICOLSON, Harold. *Diplomacy.* New York, Oxford University Press, 1964.

3—ZARTMAN, I. William, ed. *The 50% solution.* Garden City, N.Y., Anchor Books, 1976.

4—DRUCKMAN, Daniel, ed. *Negotiations: social-psychological perspectives.* Beverly Hills, Sage Publications, 1977.

5—IKLÉ, Fred C. *How nations negotiate.* New York, Harper & Row, 1964.

6—NIEREMBURG, Gerald I. *Fundamentals of negotiating.* New York, Hawthorn Books, 1973.

7—KARASS, Chester L. *Give and take: the complete guide to negotiating strategies and tactics.* New York, Thomas Y. Crowell, 1974.

8—COHEN, Herb. *You can negotiate anything.* Secaucus, N.J., Lyle Stuart, Inc., 1981.

9—FISHER, Roger and Ury, William. *Getting to yes: negotiating agreement without giving in.* Boston, Houghton Mifflin, 1981.

ing on their experience in the Harvard Negotiation Project, they do present a few clearly defined principles to serve as guides to the strategy, tactics and behavior that are required to reach an *agreement*, rather than merely to score points.

Much in the book will already be part of the repertoire of an experienced negotiator. The authors admit it is mostly organized common sense. The key, however, is the word *organized*. The book masterfully analyzes the values, disadvantages, purposes and likely results of specific plans and actions. This can help make clear to experienced negotiators why results were good in some negotiations and not so good in others.

Also, the book can help persuade neophytes that they are already "experienced"—if they have reached an agreement with a spouse, landlord or employer, if not with a representative of another country. By encouraging all readers to think about their own styles and processes of negotiation, it makes a significant contribution.

The book's weaknesses are the flip side of its strengths. In attempting to arrive at principles consistent with any and all negotiation situations, it inevitably overgeneralizes. Exceptions will be found to every proposition. The reader should not fault the authors but should accept their strengths and factor into their prescriptions a healthy dose of his or her own experiences.

Getting to 'no' or 'maybe,' etc.

For example, the authors assume that the sole purpose of any negotiation is to reach agreement. While this is of course true, most Foreign Service readers can recall instances where the purpose actually was to delay, save face, show "good faith," teach, reprimand, divide, dominate or punish. Still, if you *don't* want to "Get to Yes," it is invaluable to know what things to avoid.

Similarly, the book presumes that every dispute is negotiable, and that negotiation is always the best method of resolving conflict. Foreign affairs experts will recognize that active negotiation is only a part of the process of defining relations between nations. The Middle East "peace process" has involved not only various negotiations but also a stream of larger events—for example, the psychological breakthrough of Sadat's dramatic Jerusalem visit, or the 1973 war—into which context negotiations must fit.

More books, resources

COFFIN, Royce A., *The negotiator: a manual for winners*, New York, AMACOM, 1973.

COLOSI, Thomas R., and Berkeley, Arthur E. *The negotiating table: bridging troubled waters.* Washington, American Arbitration Association, 1982.

KAUFMAN, Johan, *Conference diplomacy.* Dobbs Ferry, N.Y., Oceana Publications, 1980.

COMMITTEE ON FOREIGN AFFAIRS. *Soviet diplomacy and negotiating behavior.* Washington, Government Printing Office, 1979.

Foreign Service Institute's scheduled 1982 negotiating training:

P–106: May 10–14 and September 12–16, "Art and Skills of Negotiation."

November 29–December 3, Mid-Level Program negotiation course.

Executive Seminar, "Multilateral Diplomacy," to be scheduled once a year.

A more serious limitation is the lack of a broad intercultural focus. The book's prescriptions—probably of real utility when both negotiating partners share the Western tradition—could lead to failure if applied unthinkingly across cultural boundaries. For example, ways of minimizing personal differences (and hence increasing attention to the real issues) that work among Americans can make non-Americans very uneasy.

Similarly, what the book prescribes often depends on both negotiators having the same concept of the purpose of the negotiation, and the same value structure. True, angry responses to angry statements are likely to lead to more disagreement. The authors suggest a rule whereby only one person should "let off steam" at a time, thereby legitimizing occasional outbursts and preventing angry responses. But in a culture where "face" is much more important than in the United States, it is hard to imagine even being able to explain such a rule, much less to get it adopted.

Americans with little opportunity for dealing with other cultures can benefit immediately from the "Getting to Yes" suggestions. Foreign Service officers will want to read them and assess them against their own experiences, then apply them selectively.

'The Practical Negotiator'

Another book with high ambitions and good value is "The Practical Negotiator," by I. William Zartman and Maureen R. Berman (1982),[10] who seek to "bridge the gap between social scientists who study bargaining and practitioners who have actual responsibility for carrying out the process." They believe there is now a body of knowledge about negotiation that removes it from the seat-of-the pants category. Like the diplomatists (above), they want to draw tentative conclusions from the past, carry analysis forward and put experience into a pattern.

What Zartman and Berman do, however, is offer an excellent selection of the wisdom and observations of seasoned practitioners, based on a large body of interviews. They fit the material into a picture of negotiation as a three-stage process: prenegotiation, developing a formula and working out details. They present guidelines and prescriptions for each stage. They deal usefully with the fact that not all issues may be negotiable at any given time, and with ways to make negotiations possible.

Cultural differences

A real bonus is the book's short chapter on how culture may affect the perceptions and assumptions of negotiators. Do cultural and ideological differences alter the basic nature of the process, or do they merely introduce static that hampers communication and trust? Has an international negotiations culture emerged in which

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10—ZARTMAN, I. William, and Berman, Maureen. *The practical negotiator.* Yale University Press, 1982.

new nations are taking over the Western system of diplomacy and, far from destroying it, are bending it to their own purposes? Or do the Qaddafis or Khomeinis see a totally different process? Did Presidents Carter and Brezhnev in fact share the same outlook on basic issues, as one senior American asserted in 1977?

To assume that another's values and logic are the same as yours may court peril. In the preparatory stage, competent international negotiators learn as much about the culture of the other side as about the facts and issues to be negotiated.

Zartman and Berman fall short of building a real bridge with the social sciences. The book does not translate the findings of scholars. Theoretical works are only peripherally mentioned. But "The Practical Negotiator" is a solid, welcome step toward narrowing the gap between scholar and practitioner from the latter's side.

Management of negotiations

None of the books cited here analyze the negotiation process in its *managerial* dimension—the deployment of people, resources and time, to resolve conflict and solve problems. Politicization, technological complexity and bureaucratic inertia are only a few of the factors that call for strong executive leadership. The Department must meet these management challenges in particular when dealing with the customary chaos of large delegations and conferences. The Department's future effectiveness may hinge in part on how well senior officers do this. To help them, "A Handbook for U.S. Participation in Multilateral Diplomacy: The U.S. and U.N. Global Conferences" (The Futures Group, September 1981)," inspired by persons who include Ambassador John McDonald, special negotiator in the Bureau of International Organization Affairs, has been issued. In fact, the handbook will be quite useful to the leader of any delegation.

However, if negotiation really is a *skill*, experience teaches best. Readings or lectures are only a start in inducing changes in behavior or habit—as in sports or crafts. For this reason, the Foreign Service Institute's negotiating training anticipates learning by doing. Practical exercises and simulations, critiqued by professional outside negotiators and senior foreign affairs officials, are offered. Although the institute attempts to provide an overall perspective on the process, it tries also to join theory to practice, and to force passive learning into an active mode. At the institute, the American Arbitration Association's national vice president, Thomas R. Colosi, has conveyed various processes and methods for conflict resolution, including such third-party extensions of the negotiation process as mediation and arbitration.

The current generation of experts and authors merit our applause and encouragement as they move the study of negotiations toward better frameworks, in which the practical experiences of individuals can be compared, tested, assessed and used. ■

11—THE FUTURES GROUP, *A handbook for U.S. participation in global diplomacy.* Glastonbury, Conn., The Futures Group, 1981.

OVERSEAS SCHOOLS ADVISORY COUNCIL—At the recent annual meeting where it was reported that the schools had received more than $3 million of additional financial support the past year, a 33% increase over the previous year. Left to right: *George Moore*, Westinghouse Electric Corp.; *Walter Weiss*, deputy assistant secretary of state; *Robert Anderson*, Texas Tech University; *Mildred Marcy*, ICA; *Eugene Lopez*, Pfizer International, Inc.; *William Gormbley*, Ford Foundation; *Peter Sherry*, Ford Motor Co.; *T. Todd Reboul*, RCA Corp.; *John Collins*, IBM World Trade Corp.; *Nessa Loewenthal*, Bechtel Power Corp.; *A. Marvin Braverman*, council chairman; *William Clark*, deputy secretary of state; *Lois Shepard*, educator; *Bill Watson*, Caterpillar Tractor Co.; *G. B. McCullough*, Exxon Corp.; *James Sheffield*, Goodyear International Corp.; *William Meehan*, Raytheon Co.; *Donald DeWitt*, E. I. Du Pont de Nemours & Co., Inc.; *Charles Lothridge*, General Electric Co.; *Richard Kennedy*, under secretary of state; *Curtis Christensen*, AID; *Robert Schwindt*, Union Carbide Corp.; *L. L. Youngblood*, Mobil Oil Corp.; *Jay Gildner* and *Ronald Trowbridge*, both of the International Communication Agency.

Education and Training

Schedule of courses at Foreign Service Institute

Program	*July*	*Aug.*	*Sept.*	*Length of course*
Administrative training				
*Administrative CORE	6,26	—	7	3 weeks
General Services Operations	6,26	16	27	3 weeks
Personnel Laboratory	6,26	16	27	2 weeks
Budget and Financial Management	6,26	16	27	6 weeks
**Coping with Violence Abroad	6,12 19,26	2,9 16,23 30	13,20 27	2 days
**(Prerequisite before taking GSO, PER and B & F)*				
***(This course used to be available on a walk-in basis. It is now required that you pre-register.)*				
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedure	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Economic and commercial training				
Advanced Economic Review Seminar	19	—	—	5 weeks
Foreign Service Economic/Commercial Studies	12	—	—	26 weeks
Contemporary Economic and Quantitative Analysis	19	—	—	5 weeks
Information Systems Manager Training	—	—	—	3 weeks
Senior Trade Expansion Seminar	—	4	—	3 days
Executive Development				
Supervisory Studies Seminar	—	—	—	5 days
Deputy Chiefs of Mission Seminar (by invitation only)	—	—	—	10 days
Political training				
Foreign Affairs Interdepartmental Seminar	—	—	20	2 weeks
Analytic Reporting Skills	26	—	—	2 weeks
Orientation				
Foreign Service Secretarial Training	6	30	27	5 days
Departmental Clerical Orientation	12	9	13	4½ days
Clerical workshops				
*The Art of Dictation Workshop	—	27	—	4 hours
*The Art of Machine Transcription Workshop	—	27	—	4 hours
*Telephone Techniques Workshop	19	—	—	4 hours
**Self-paced, instructor-monitored*				
Secretarial skills				
Management Skills Seminar for Secretaries	21	—	27	2 ½ days (off-site)
Human Relations and Secretarial Office Procedures	—	—	—	8 days
Overseas Briefing Center				
Two-Week Family Workshop	12	—	13	2 weeks
Going Overseas	10,21	—	—	1 day

Area studies and language training

Area studies				
Africa, Sub-Sahara	—	9	—	2 weeks
Western Europe	—	9	—	2 weeks
East Asia	—	9	—	2 weeks
Eastern Europe and USSR	—	9	—	2 weeks

—(Continued on next page)

The lowdown on why we got dressed up to go to the workshop

By Barbara Frechette

The author is the wife of Myles Frechette, who has been assigned as chief of the U.S. interests section in Cuba.

JUDY, my friend from an African tour, had a sensible theory to explain why we were so dressed up. We were attending the workshop at the Overseas Briefing Center entitled "Regulations, Allowances and Finances in the Foreign Service Context."

Mrs. Frechette

"A sign of the times," she said. "First the leisure world invaded the business world and everyone wore pantsuits to work. Now the business world is the place to be, especially for women, and we all dress as though we have great jobs and terrific success." In other words, money not only talks in our society, it also tells us what to wear to the conversation.

Anyway, there we all were at the Foreign Service Institute—some 40 wives dressed for success in suits and blouses—collecting what would become, after this three-day workshop was finished, over two pounds of handouts in financial matters related to Foreign Service living. These we stuffed into ever-fattening folders for later use.

The workshop moved briskly. "Please bring a bag lunch tomorrow," we were told. "The downstairs carryout takes too long. We want to use these lunch periods for questions." One speaker started us off on legal matters. He was followed by another on allowances, then another on travel and transportation. "Ten minutes only for this break," the workshop director said. "Elmer Higgs from the Medical Division is waiting to talk to you."

No time for boredom here. I admired the professionalism of the Foreign Service wives who set this pace and conducted the workshop. Fanchon Silberstein directed it—she's from the Overseas Briefing Center. Jean Deason contributed the Family Liaison Office viewpoint. Jean German, who is very resourceful, represented the American Association of Foreign Service Women. Ms. German had given those attending the February workshop enough material to compose a contingency handbook. She thought up a catchy title—the "What If" book.

These workshop directors convinced us that we, the wives, were the ultimate resources for the sessions. They urged us to share our experiences, to let our desires be known and to offer critical feedback.

I had come for a very specific reason. I wanted to know what the regulations said about separate maintenance allowances. For the first time in 19 years in the Foreign Service, my husband was going overseas while the rest of the family stayed home. Our son, Stephen, wanted to finish his last year at Walt Whitman High School.

This was surely one of the easier contingencies of modern diplomacy. We'd had time to prepare for it. It had none of the trauma of hostage-taking, family evacuation from post or political assassination. Yet it meant that I would be a single parent for a year and that, when Stephen graduated and joined his sister Alicia at the University of Maryland, I would rent our house, sell our car, and take care of moving and storing our household effects so that I could rejoin my husband in Havana.

I also wanted to find out about financial regulations governing family evacuation. Potentially, this could occur in Cuba. I looked forward to meeting wives who had lived through this kind of crisis and were generous enough to share their experiences with us.

But there, pretty much, ended my expectations for the workshop. I could foresee very little useful information coming out of the financial planning portion. After all, what sort of financial planning could you do with a fixed

—(Continued from preceding page)

Program	*July*	*Aug.*	*Sept.*	*Length of course*
Latin America	—	9	—	2 weeks
Near East and North Africa	—	9	—	2 weeks
South Asia	—	9	—	2 weeks
Southeast Asia	—	9	—	2 weeks
Language and advanced area courses				
Afrikaans	—	23	—	24 weeks
Amharic	—	23	—	24/44 weeks
Arabic (Eastern)	—	23	—	24 weeks
Arabic (Modern Standard)	—	23	—	44 weeks
Arabic (Western)	—	23	—	24/44 weeks
Arabic (Modern Standard) (Advanced in Tunis)	—	9	—	12/15 months
Bengali	—	23	—	24/44 weeks
Bulgarian	—	23	—	24/44 weeks
Burmese	—	23	—	24/44 weeks
Chinese (Standard)	—	23	—	24/44 weeks
Czech	—	23	—	24/44 weeks
Danish	—	23	—	24 weeks
Dari (Afghan Persian)	—	23	—	24/44 weeks
Dutch	—	23	—	24 weeks
Finnish	—	23	—	24/44 weeks
French	26	23	20	20 weeks
German	26	—	20	20 weeks
Greek	—	23	—	24/44 weeks
Hebrew	—	23	—	24/44 weeks
Hindi	—	23	—	24/44 weeks
Hungarian	—	23	—	24/44 weeks
Indonesian	—	23	—	32 weeks
Italian	26	—	20	20 weeks
Japanese	—	23	—	24/44 weeks
Japanese (advanced in Yokohama)	—	9	—	12/15 months
Korean	—	23	—	24/44 weeks
Lao	—	23	—	24/44 weeks
Norwegian	—	23	—	24 weeks
Pilipino	—	23	—	24/44 weeks
Polish	—	23	—	24/44 weeks
Portuguese	26	—	20	24 weeks
Romanian	—	23	—	24 weeks
Russian	—	23	—	24/47 weeks
Serbo-Croatian	—	23	—	24/44 weeks
Spanish	26	23	20	20 weeks
Swahili	—	23	—	24 weeks
Swedish	—	23	—	24 weeks
Tagalog (see Pilipino)				
Thai	—	23	—	24/44 weeks
Turkish	—	23	—	24/44 weeks
Urdu	—	23	—	24/44 weeks
Familiarization and short-term (FAST) courses				
Arabic, Egyptian and Levantine	19	—	—	6 weeks
French (Metrop.)	26	23	20	10 weeks
French (Sub-Sah.)	26	23	20	10 weeks
German	—	—	7	10 weeks
Italian	—	—	7	10 weeks
Japanese	12	—	—	6 weeks
Portuguese (L.A.)	—	—	7	10 weeks
Portuguese (Eur.)	—	—	7	10 weeks
Russian (RU-F)	—	—	7	6 weeks
Spanish (Eur.)	26	23	20	10 weeks
Spanish (L.A.)	26	23	20	10 weeks □

Seminar members examine forest replanting operations near Mt. St. Helens, Wash. ***(Photo by Harriet Isom)***

Government salary that was, daily, becoming less adequate? What interest had I in estate planning when my straight-A daughter, Alicia, preferred a state college to the Ivy League because she had already felt poor at Walt Whitman, our neighborhood *public* school?

Financial worries have dogged our tracks in the Foreign Service and followed us around the world. But like the ministry, diplomacy imposes a very genteel poverty. One is supposed to think of higher rewards. It shows poor taste to talk about money or to make anyone feel uncomfortable about it.

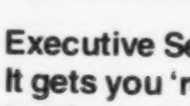
I think that is why the professional financial planner who took the podium at the workshop wowed us. Her "systematic program for developing a family financial plan" melted our reserve. It directly addressed our innermost worry: whether those of us who love this life can afford to stay in it. She spoke clearly, using examples from her own life. She told us how her family had solved problems such as whether to cash in whole-life policies, and considerations in drawing up their wills. The financial overview I got from this workshop comes close to being the most valuable advice I've received in the Foreign Service setting. I only wish it were available to husbands, singles and concerned teenagers, as well as to all wives in the Service. ☐

Executive Seminar: It gets you 'ready to take on the world'

By Harriet Isom

The author is a Foreign Service officer whose last posting was in Jakarta. She is a member of the current seminar, which concludes June 25.

THERE is no year in one's career quite like the Executive Seminar for an immensely insightful and stimulating look at today's America and today's issues. It involves extensive reading (the kind you had long wished you had time to do), writing case studies, lectures, travel, stimulating negotiating sessions and training in the latest management and speech skills. Indeed, as one seminar member remarked: "It takes twice as long now to read the newspaper because I've become interested in so much." The main purpose of this advanced training program is to provide career officials who deal primarily with foreign policy and national security with a broad understanding of our own country. We hope to come away with a sharpened awareness of domestic concerns, for a solid basis on which to formulate policies and represent American interests abroad. It is a multi-agency forum providing interchanges of experience and viewpoints.



Ms. Isom

This year's seminar has 27 members, about half from the Department of State and the rest from the four uniformed services, ICA, FBI, CIA, AID and the Department of Agriculture. The seminar is headed by Ambassador Jack Perry, assisted by deputy coordinator Bill Shinn and special assistant Annette Moore. Seminar class and committee rooms are on the top floor of the Foreign Service Institute, where the view of the National Cathedral is inspiring but the fly-bys of planes and helicopters sometimes detract from full concentration on the speakers. We split into study committees not by age, sex, agency or personality quirks, but by smokers and non-smokers—a small commentary on changing habits in America.

The agenda for 1981–82 included discussions with local officials on such issues as the New Federalism, the Sagebrush Rebellion and the shrinking financial resources of universities. Firsthand experience with the foreign policy bias of special interest groups came with meetings with New England fishermen, Midwestern farmers, Boston Indians, Washington lobbyists and various ethnic groups. There were visits to companies, factories, Chambers of Commerce, energy facilities and universities, as well as to state legislatures and the U.S. Congress. Many top officials from the White House, State, Defense, FBI, CIA and other agencies, as well as members of academia, addressed us on foreign policy and domestic problems. The seminar will conclude with national security policy issues and a tour of military bases. When we return later this month to the dens of everyday bureaucracy, we should feel as ready as probably we ever will to take on the world.

The State members of this year's seminar included:

SHARON E. AHMAD, deputy assistant secretary, European Affairs; PIERCE BULLEN, director, Office of Energy Producer-Country Affairs; ROBERT G. DEASON, deputy executive director, Near Eastern and South Asian Affairs; RUDY V. FIMBRES, deputy chief of mission, Quito; HARRIET W. ISOM, political counselor, Jakarta; HARMON E. KIRBY, deputy chief of mission, Khartoum; DOUGLAS LANGAN, administrative officer, La Paz; RICHARD H. MOREFIELD, consul general, Tehran; JAMES C. NELSON, deputy chief of mission, Berlin; THOMAS J. O'DONNELL, deputy chief of mission, Managua; ARNOLD L. RAPHEL, senior special assistant to the Secretary; JOHN J. REAGAN, political officer, Pakistan; ROBERT G. RICH JR., director, Korean affairs; ROSCOE S. SUDDARTH, executive assistant to under secretary for political affairs; VICTOR L. TOMSETH, political counselor, Tehran; MAARTEN H. A. VAN HEUVEN, political officer, Bonn.☐

On a tour of Libby's international canning operation in Rochester, Minn.: ***Morris Rosen, Robert Deason, Jack Perry, Sharon Ahmed. (Photo by Harriet Isom)***

Robert Rich, Arnold Raphel* and *James Nelson*, with other seminar members, wear hard hats on visit to oil shale operation in Rifle, Colo. *(Photo by Harriet Isom)

Course in economic theory, statistics

A five-week course in basic economic theory, international economics and elementary statistics with applications to the policy process will be given July 19–August 20, 9 a.m. to 4 p.m., at the Foreign Service Institute.

The course aims to provide a participant who has little or no formal education in economics with the theoretical background and literacy needed to follow current economic debates and to understand the economic dimension of national and international issues. In addition, the one-week component on quantitative analysis prepares the participant to do elementary statistical work and be a critical consumer of more sophisticated quantitative studies.

Deadline for applications for the course is July 2.■

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.*

Q.

EAST COAST U.S.A.

I'm a college student and will be visiting my family in Africa for the summer holidays. Why is the recommendation made that no swimming is allowed in fresh water?

A.

In tropical Africa, the disease schistosomiasis, or bilharzia, is transmitted via snails in most bodies of fresh water. Contact with fresh-water lakes, streams, rivers, etc., be it by a single swim, wading, fishing, boating, or other means, is sufficient to cause infection. Schistosomiasis can give acute and chronic debilitating symptoms which can persist for many years, and which may be difficult to diagnose. Avoidance of fresh water is the essential means of preventing infection. Swimming in the ocean and chlorinated swimming pools poses no risk of acquiring schistosomiasis.

Q.

CENTRAL AMERICA

Several of our friends have had breast cancer in the past few years, and it seems their treatment after surgery depends on special tests on the lymph nodes. Apparently this indicator is as important as knowing whether or not the lump in the breast was cancerous or not. What is the importance of the lymph gland tests for women who have breast cancer?

A.

Cancers have three ways of spreading: first, direct invasion of the adjoining tissue; second, invading the blood vessels and dissemination by the blood; third, by invasion of the lymph nodes, where lymph nodes are connected by their transparent canals known as lymphatics, which ultimately enter into the large vessels in the chest. Most tumors do spread by one of the above methods. Cancer of the breast invades the lymphatics and adjoining lymph nodes. During surgery for such cancers, as many of the lymph nodes as possible are removed. Most of the nodes that drain the breast are in the axilla or armpit. If these lymph nodes do not contain cancer under close laboratory examination and scrutiny, this is a good prognostic sign. If the lymph nodes do contain cancer, then further treatment is needed. The greater the number of positive lymph nodes, the more vigorous the treatment needs to be.

Q.

NEAR EAST

There's a small Navy dispensary (staffed by a Navy doctor and a few corpsmen) at our post. It takes care of most of our medical needs. On occasion, the doctor sends us to a specialist in town, in my case to an ear, nose and throat doctor for special hearing and other tests. When this occurs, we have to pay the bills. Since our outpatient fees at military hospitals and dispensaries are now covered, and since the military doctor refers us "downtown," so to speak, why aren't these fees also covered?

A.

You're referring to our outpatient support agreement with the Department of Defense, whereby most outpatient fees are covered (excluding obstetrics and dental visits). The referrals by a military physician to an outside consultant or facility in the local community may not be interpreted as "extended care provided by a Department of Defense medical facility." Those persons referred out and receiving outpatient care on the local economy are personally responsible for payment of such expenses. Patients referred "downtown" by Foreign Service or contract medical personnel are also responsible for those medical expenses. Depending on the threshold deductible of the employee's health insurance carrier, you may elect to accumulate the necessary receipts for such care and submit the claims to your insurance carrier for applicable reimbursement.

Q.

CARIBBEAN BASIN

I occasionally suffer from fever blisters on the lips. While serving overseas, I would take annual smallpox shots as a preventive measure which worked well. When I recently asked for a smallpox shot from your people, I was informed that this was not only dangerous, but also no longer available. Please advise if this is true. Also, are there any recommended preventive measures or effective treatment for fever blisters?

A.

The only indication for smallpox vaccination of civilians is for laboratory workers who work *directly* in contact with smallpox or related viruses. Smallpox vaccine is *ineffective* in the treatment of any disease. It should not be given for treatment of recurrent herpes simplex (fever blisters) under any circumstances. At present, there is no preventive vaccine to deter the recurrence of fever blisters in people prone to them, such as you. I don't mean to minimize the very high nuisance value of this condition. However, it should improve spontaneously, since it is a self-limiting condition. The lesions should be gently washed with soap and water and left exposed to air to dry.

Dirty fingers should be kept away from the fever blisters, so superimposed infection does not occur.

Q.

EASTERN EUROPE

A friend of mine didn't pass the physical to join the Foreign Service because his blood pressure was too high. He reapplied under some type of new program and was hired. What is this new appeals program?

A.

You're referring to the Affirmative Action Program for Handicapped applicants, instituted in late 1979. Candidates for employment who do not meet the rigid pre-employment medical standards for worldwide availability may now re-apply under this program for a waiver of the medical disqualification. Following determination of a medical disqualification, the Bureau of Personnel informs the candidate of the clearance decision and the right to apply for consideration of a waiver of his/her medical disqualification through the Affirmative Action Program for the Handicapped. The candidate will be asked to sign a form authorizing the Office of Medical Services to divulge the nature of the medical condition(s) to the Employment Review Committee considering the waiver. This committee is made up of representatives of Personnel and other branches of State, plus a nonvoting representative from my office. Should the Employment Review Committee vote to waive the medical disqualification, the candidate may then continue to be considered eligible for appointment.

Q.

EUROPE

I've forbidden our teenagers from blow-drying their hair in the bathrooms. Does it sound like I'm the most unreasonable father in town, as they claim?

A.

Not at all. It sounds like you've read the same articles I've read about accidental deaths resulting from electric currents in bathrooms. Almost weekly, one reads about an electrocution when someone reaches into a water-filled bathroom sink to retrieve a dropped electric hair dryer (before unplugging the appliance, of course). Your prudence in preventing an electrical shock is to be commended. However, if you see someone rendered unconscious by electricity what would you do? The first step is to break the connection between the victim and the power source. If possible, do this by turning off the power—find the fuse box! The next best thing is to remove the victim from the voltage source without endangering yourself. Use a wood board or other nonconducting object. As soon as you can touch the victim safely, apply artificial respiration. Speed is essential! Any delay at all in beginning artificial breathing greatly reduces the chances of recovery. In a recent study of over 600 electrocution cases, over 70% of those who received artificial respiration within the first three minutes recovered. Above all, don't let the victim be you or a member of your family. Electric hair dryers and water can be deadly combinations. If the appliance drops into a water-filled sink, the instinct to reach for it can be deadly. Your household decision sounds like a wise one. ☐

Dr. Korcak's Health Hints

Solar radiation: harmful to skin

Stay out of the suntanning parlors. In fact, stay out of the sun.

"It is the physician's duty to inform patients of the great dangers of repeated assaults on the skin by harmful ultraviolet light, whether its source is the ancient sun or the new neighborhood suntanning salon," says a report in a recent Journal of the American Medical Association. The light rays cause premature aging and wrinkling of the skin, and they cause skin cancer. What the light rays do to the skin is frightening. Solar degeneration of the skin produces wrinkling, atrophy (thinning of the skin), hyperpigmented and hypopigmented macules, telangiectases, yellow papules and plaques and solar keratoses.

These big words mean that the skin is sorely damaged. And the solar keratoses often are the first stage of skin cancer. There is clear evidence implicating solar radiation, whether its source be sunlight bulbs or natural sunlight, as a factor in inducing skin cancers. The frequency of three of the most common types of skin cancers is higher on sun-exposed parts of the body—face, neck, hands. Clearly, the more solar irradiation a person gets, the higher his chances are of having a skin cancer develop sometime in the future. Sometimes the cancer may not show up until the individual is 60, but if s/he is light-skinned and blonde, it may come much sooner.

The problem for the person in quest of the golden tan is that s/he may not be aware of future detrimental consequences of repeated exposure to ultraviolet light.

Overseas orthodontic problems

If you or your dependents are currently undergoing orthodontic treatment, or are expecting to start in the near future, you should be aware of the following:

1. The Department cannot pay for travel to obtain consultation or treatment on orthodontic matters.
2. Orthodontic needs are not taken into consideration for medical clearance purposes.
3. Many post reports are vague or inaccurate as to the availability of orthodontic facilities at post.
4. Orthodontic methods overseas often vary from the methods used in the United States and may not be interchangeable.

To assist you in making your decision you should:

1. Consult with your private or-

thodontist and with the clearance division of my office to ask if there are known facilities available at your proposed post which use approved methods of orthodontia.

2. Have all of this in mind when you are working on your posting with the Bureau of Personnel.

3. Call Medical Clearances, 632-3053 or 632-3595, if you have any further questions.

4. Do not assume that you can "work something out" when you arrive at post. The alternative may be costly monthly or bimonthly airfares and hotel bills at a nearby city for expensive orthodontia care—all at your own expense. ☐

New program aims at combatting tooth decay in U.S. children overseas

A program to help protect Foreign Service children against tooth decay has been launched by the Department's Office of Medical Services. The program involves fluoride supplementation of drinking water, and is intended for boys and girls up to age 13 who are overseas with their parents.

Dr. Brodine

"Extensive research has established that children who drink sufficiently fluoridated water during their tooth formation years have 60% to 70% less tooth decay than other children," said Dr. Charles E. Brodine, assistant medical director for environmental health and preventive medicine. "Fluoride benefits not only the teeth that have already emerged from the gums but also those still developing in the jaws."

The program is starting with a post-by-post analysis of the level of fluoridation in the water supply at each mission. This survey, being conducted by regions, should be completed by the end of the year, Dr. Brodine said. Participating posts will be asked to collect samples of water in containers supplied to them by Medical Services. After examining the water under laboratory conditions, Medical Services will make recommendations, where indicated, for fluoride supplementation.

The supplementation will be in the form of fluoride tablets and drops. Posts will be able to order them from the U.S. Public Health Service stock depot at Perry Point, Md. "The estimated cost of full supplementation is approximately 20 cents per child per month," Dr. Brodine said. "The use of fluoride toothpaste by both children and adults will also be strongly encouraged."

He added: "Supplementation where it's needed should begin at infancy and continue through age 13. By that age, all the permanent teeth except the third molars have come in. Before that age—up to about age 7—water that is too heavily fluoridated might result in a temporary condition called 'mottled enamel'—which is to say, spots on the teeth. However, this would occur only during the period of tooth development. Enamel formation is completed by age 4 to 5 for central and lateral incisors, and by age 6 to 7 for canine teeth. So, from a cosmetic point of view, teeth are not subject to mottling beyond age 7."

Dr. Brodine noted that mothers who are breast-feeding and who drink fluoridated water will *not* pass the fluorides on to their babies via the breastmilk; these breast-fed infants will need fluoride supplementation. It is recommended for non-breast-fed babies, up to age 3, that they drink prepared formula milk and liquids, or eat foods cooked or boiled in supplemented water. Older children, Dr. Brodine said, should be taught to chew fluoride tablets by swishing them around in their mouths before swallowing.

Information on dosages and other matters is available from the National Caries Program, National Institute of Dental Research, National Institutes of Health, Bethesda, Md. 20205. ☐

Inter-America posts hold mental health meetings

The first annual mental health seminar for constituent posts of the Bureau of Inter-American Affairs was held recently in Mexico City, with 11 posts represented by medical and mental health personnel and by officials of large American schools in the region. "It was especially enlightening for those who attended to realize that, whatever the source of pressures and stress, all people react in similar ways, and their reactions can be treated and influenced positively," said Dr. Esther P. Roberts, deputy assistant secretary for mental health services. "Especially valuable at the conference was the exchange of ideas among people of different disciplines who had been brought together for the meetings."

The program included presentations by each post and sessions on various aspects of stress, such as stress and illness, stress and terrorism and coping with stress. There were workshops on "listening" skills and on developing community resources, and discussions of alcoholism and drug abuse. Among those participating, besides Dr. Roberts, were Dr. Robert I. Hauben, assistant medical director for psychiatric liaison services and psychiatrist for the inter-American region; Drs. William E. Reid, Sam Zweifel and Chad Meyers, regional medical officers, and Virginia Taylor, deputy director, Department Family Liaison Office. ☐

Alcoholism Awareness Program

Retired diplomat praises State's alcoholism effort

BY (AUTHOR IS ANONYMOUS)

As a retired Foreign Service officer, I would like to pay tribute to the Department's Alcohol Awareness Program. I only wish it had been in existence during my years of active service.

Secretary Haig, in his circular letter appearing in the February issue of STATE, urges all senior management employees to familiarize themselves with resources available under the program. He points out that this is particularly necessary because, in his words, "denial is the hallmark" of the individual alcoholic. This means that supervisory personnel have a special responsibility conferred on them, because they must be in a position to intervene in cases where an individual obviously needs help but is unwilling to ask for it.

Solution to Diplo-Crostic Puzzle No. 15

(See May issue)

W. F. Buckley.
Marco Polo If You Can

"Only a year or two earlier had the famous Quadriga been restored—the two wheeled chariot drawn by four stallions that sits on top of the Brandenburg Gate. In a relatively uncharted venture of cooperation, East and West Germans worked side by side to restore it to its former eminence."

A. War of Nerves
B. Feathered
C. Boodle
D. Unworthy
E. Cancun Summit
F. Kew Gardens
G. Light Opera
H. Element
I. Yellow
J. Mother Earth News
K. Attendee
L. Rather
M. Caribbean Basin
N. Outdated
O. Pontoon
P. Oddity
Q. Loquat
R. Oodles
S. Initiative
T. Fathers Day
U. Yew Tree
V. Osiris
W. Utter
X. Choose
Y. Aggressor
Z. Nontariff Barriers to Trade

On the basis of my own experience, both while in the Foreign Service and after retirement, I cannot endorse the Secretary's advice too strongly. For many years, I refused to admit that I was an alcoholic. I knew that I had a drinking problem but I stubbornly insisted that I could handle it by myself. This attitude persisted after I had retired from the Service.

Retirement is often a traumatic experience. The adjustment can lead to heavier drinking, and this certainly was the case with me. The last years of my active service had brought disappointments and strains, and to these were added the complications of a fairly abrupt change to retired status.

As the years progressed, my condition grew steadily worse. My doctors told me that my liver had become seriously affected and that I should stop drinking at once. But I did not follow their advice. Occasionally I was able to stop for a short period, but I always gave in to the same compulsion to drink again. Worst of all, as I can see now, my whole personality began to change. My outlook became more and more ingrown, and more and more dominated by the thought of where I was going to find that next drink.

Finally, matters came to a head. My condition reached a crisis, with recurring blackouts and an almost complete inability to cope with the problems of daily living. At this point I gave in and, with the approval of the Alcohol Awareness Program, agreed to go to a treatment center for a 28-day period.

I emerged a different person.

I now acknowledge that I am an alcoholic and that I cannot handle my problem all alone, as I tried to do for so many years. I realize that never again can I safely take a drink, but I can honestly say that I have learned to live without alcohol—something that I would never have thought possible. I have also learned that alcoholism is a disease, nothing to be ashamed of.

Finally, I have learned to put my sobriety first and to live life one day at a time. With the help of my friends in the program, I have worked out a personal program which includes regular attendance at meetings of Alcoholics Anonymous, both in the Department and elsewhere, and an effort to apply the principles of Alcoholics Anonymous in my own daily life. I have come to know scores of other alcoholics with whom I can share experiences and a common objective: sobriety.

The result of this is that my whole outlook on life has changed, I feel immeasurably better, and I can face my remaining retirement years with much more hope and confidence.

If anyone would like to confer with the writer of this article, he may be contacted through the Alcohol Awareness Program, Room 3818, Department of State, Washington, D.C. 20520. If YOU have or think you MIGHT have a drinking problem, please call the program administrator, (202) 632-1843 or 632-8804. ■

Paying for college with U.S. bonds

Many parents shift college costs to Uncle Sam through tax-saving U.S. savings bonds. To do this, simply buy bonds in your child's name, with yourself as beneficiary rather than co-owner. Then file a tax return in your child's name, listing bond interest as income at the end of the first tax year. This establishes "intent." Unless your child's income exceeds the exemption total, no further returns are needed.

Under the Internal Revenue Code, up to $1,000 in unearned income may be accumulated without a tax liability. Assuming that they have no other unearned income, each of your children could own bonds earning up to $1,000 interest per year without taxation.

Or file when cashing Bonds for college expenses. No tax is due if the child's income and interest on bonds cashed each year are less than the exemption.

No matter how you figure it, U.S. savings bonds make saving for college more than just an educated guess.

Grievance Actions

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE *editorial staff.*

No prejudice is seen because of grievance

003—The grievant was eliminated from consideration for a position by personnel officials who, he claimed, did not have the technical expertise to evaluate his qualifications. The case was referred to the U.S. Office of Personnel Management (OPM) in a letter which mentioned that it involved a grievance. The grievant argued that this must have prejudiced OPM. He also complained that OPM's judgment may have been affected by the possible failure of his agency to submit to OPM, in place of the agency's copy of his employment history, one that he had underlined, plus a covering letter pointing out pertinent experiences.

The board found the grievant's claim without merit. It declined to assume, without evidence, that knowledge that a grievance was involved would have prejudiced OPM, or that OPM would not have read the documents that were not underlined, or accompanied by a covering letter, with adequate care and appreciation. ☐

Agency says: You're right, we'll back you

011—The grievant alleged that, because of administrative error, there was a lack of current evaluation material in his performance file, which resulted in an official nonrating of his performance. The agency acknowledged that, had his performance been properly documented for his work during the rating period, he would have, "in all probability, been promoted."

The agency explained that, while it found merit in his grievance, a retroactive promotion could only be effected as a result of a recommendation by the grievance board. The agency advised him to appeal to the board for a promotion, stating it would support his appeal.

The board examined the record of proceedings and found the grievance meritorious, and recommended the remedy he sought. ☐

Agency admits wrong in language case

022—The grievant contended that he should not have been denied a promotion on the basis of not meeting the language probation requirements because these requirements were not in effect at the time he was appointed under a particular program.

The agency, in its final review, stated that its investigation supported the grievant's claim, but that it did not have the authority to effect promotion retroactively. However, the agency said it would endorse the retroactive promotion if it were recommended by the grievance board.

The board recommended the retroactive promotion to correct the agency's admitted administrative error. ☐

He writes well, but rating officer can't

023—The grievant complained that he was low-ranked on the basis of an evaluation report regarding which the promotion board criticized the rating officer for recommending the grievant for promotion while making critical comments on his writing.

The grievance board ruled that the promotion board clearly misread the evaluation report, in that it did not characterize the grievant's writing as inadequate. Since the promotion board had expressly and substantially based its low-ranking decision on this erroneous reading of the evaluation report, the board ordered the low ranking expunged. ☐

Items are found, but compensation is his

026—The grievant protested his agency's decision that he refund a payment awarded to him for the loss of certain household effects by the agency's storage company. Almost a year and a half after the loss of the personal property, the storage company located the missing items. The agency notified the grievant about the recovery of the effects, and asked that he refund the money he received for these particular losses.

The grievant stated that he had long since used the agency's compensation for the original claim to replace the lost articles. He argued that he should not be required to refund the payment, citing insurance law precedent that after the final settlement the claimant may not be forced to pay for any recovered goods, but rather loses his claim to such goods.

The agency took the position that it had no legal means for repossessing these goods, unlike the Department of Defense, and that, by virtue of the Uniform Regulations for Foreign Af-

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fairs Agencies (6 FAM 300), he would be obliged to make the refund. Arguing that the Military Personnel and Civilian Employees Claims Act of 1964 vested final and conclusive authority for claims determinations in the agency element designated by the agency head, the agency maintained that the settlement of an employee request by the Claims Section cannot be appealed.

The board concluded that the Claims Act did not apply in this case. It noted that the agency itself had invoked the Uniform Regulations as authority for the recovery of monies from the grievant. Under Section 692(1)(B) of the Foreign Service Act of 1946, as amended, the board is empowered to consider "... any alleged violation, misinterpretation, or misapplication of applicable law, regulation, or published policy affecting the terms and conditions of the grievant's employment." The board found that the Uniform Regulations (6 FAM 300) contained no language whatsoever suggesting the power to retrieve monies properly awarded in accordance with established procedures. In the absence of an express understanding or formal regulation to the contrary, the claimant was not required to provide for the contingency of repaying the money at some unknown time in the future. Accordingly, the board directed the agency to desist from trying to recover the money from the grievant. □

Jewelry, stamp theft claims are denied

027—In two cases involving loss of property covered by the Military Personnel and Civilian Employees Claims Act, the board found that it did not have jurisdiction, due to the provision in the act that decisions by the administratively designated offices are final and conclusive.

In one case, jewelry was alleged to have been stolen from the employee in Government-furnished quarters, by an embassy employee later discharged after he was found to have a police record. The claims office took the position that the evidence of theft was insufficient, since the alleged thief was not prosecuted and there were no signs of breaking and entry.

In the other case, a stamp collection in envelopes was stolen from the grievant's household effects, and his claim was rejected by the agency on the grounds that these were easily pilferable items which should have been carried personally or shipped in accompanying baggage. □

Subsistence expense is denied

050—The grievance concerns the denial, by a committee established by the agency, of a claim the grievant submitted, under a special subsistence expense allowance, for expenses he incurred for his dependents as a result of his evacuation.

The agency concluded that the matter was not grievable, because the committee the agency had established was the final authority for determining entitlement for such claims.

The board found no basis in the law or regulations for the agency's position. However, it did find merit in the agency's argument that the grievant had not met the established criteria for the payment of the special allowance. The grievance was denied. □

Salary deduction is held lawful

063—The grievant requested reimbursement for alleged illegal deductions made from his salary for the amount of "usual household expenses" connected with his official residence while he served as a principal representative. He asserted that the deductions were arbitrary, contrary to law, and constituted an "unconstitutional deprivation of property without due process of law."

Under 5 U.S.C. Section 5193, his agency has defrayed all expenses incident to the operation and maintenance of official residences, but then has recouped the "usual expenses" of operating and maintaining a residence by making uniform deductions from the salaries of chief representatives.

The board noted that statutory authorization for official residence expense allotments originated in the Foreign Service Act of 1946, Section 902. In 1959, Congress, in enacting the Overseas Differentials and Allowances Act, repealed Section 902 and replaced it with provisions codified as 5 U.S.C. Section 5913. This background shows a clear congressional intent not to permit reimbursement for ordinary household expenses. Accordingly, the agency has the authority and obligation, in the board's opinion, to deduct for these usual expenses.

The board determined that the specific percent of the grievant's salary assessed has a valid basis and does not constitute an unreasonable exercise of the agency's discretion. The board noted that the agency's plan to continue its living-cost surveys provides a protection against any unwarranted increases in the present assessment. The board found that the grievant's constitutional rights were not violated. In order to hold that the agency regulation violates the due process clause, the board would have to find that there is no "rational connection" between the regulation and the agency's aim of paying only the *unusual* housekeeping expenses of principal officers and deducting for usual housekeeping expenses. The grievance was denied. □

He gets retirement raise, can't keep it

068—The grievant received a within-grade increase under Section 406 of the Foreign Service Act of 1980, after he had been designated for involuntary retirement. Several months later, his agency canceled the salary raise, citing 3 FAM 736.2: "... The record of any officer whose effective date of separation is postponed shall not be reviewed by selection boards which convene during the intervening period, nor shall such an officer receive a within-class salary increase during this period."

The grievant asserted that two portions of the 1980 Foreign Service Act nullified 3 FAM 736.2: Section 406, which provides that a Foreign Service employee shall be eligible for a raise within 52 or 104 weeks, depending on personal rank, unless a promotion panel has found his performance substandard; and Section 2101, which states that until converted to the new rank system, any Foreign Service employee shall be treated as if converted.

The agency maintained that 3 FAM 736.2 was still in force, and that under its provisions the grievant had lost the right to periodic pay raises when his involuntary retirement had been deferred so that he could qualify for an early annuity.

The board upheld the agency and denied the grievance. The decision noted that Section 406 had to be read in conjunction with Section 2401 of the 1980 act: "...all regulations shall continue in full force ... until modified ..." The board found that the pivotal regulation bearing on the case, 3 FAM 736.2, remained in effect. Also, the board noted that the agency had extended the grievant's service on the express condition that he would forfeit the right to have his performance file reviewed by any more promotion panels, or to receive any within-grade salary increases. ☐

He must move, but U.S. needn't pay

073—Through no fault of his own, the grievant was forced to move from rented quarters halfway through a four-year tour overseas. He argued that this move was for the convenience of the Government, in that he could have asked for a transfer instead of remaining at post and incurring the moving expense; that such expenses were paid at other posts; and that he therefore should be reimbursed.

The board rejected the grievant's argument that the move was for the convenience of the Government, on the grounds that the agency would have been under no obligation to transfer him if he had asked, and that the grievant's case did conform to the conditions of the General Accounting Office ruling on which he relied. It noted that he had presented no evidence that such expenses had been paid at other posts, and denied the grievance, concluding that the agency's action was neither contrary to then-existing regulations nor arbitrary or capricious. ☐

Agency error caused retirement delay

576—The grievant claimed that two wrongful decisions made by his agency caused him to defer his retirement, thereby precluding a financially advantageous retirement date.

The board agreed with the agency's determination that the grievant's length of service in his Washington assignment would have been less than six months, had he retired when he proposed. Therefore, under the regulations, retirement on the proposed date would have made him indebted to the agency for home leave he had taken prior to his Washington assignment.

The agency's second ruling denied the grievant a waiver of this indebtedness because, the agency claimed, the grievant had not accepted the agency's proposal that he link his medical condition to his waiver request.

The board held that, under the pertinent regulation, it was the agency's responsibility to decide to grant or deny a waiver, and that it was wrong to place conditions on the employee. As the agency had stated that the grievant was otherwise eligible for a waiver, the board determined it was through agency error that the grievant had lost the more advantageous retirement date. The grievance was sustained and the agency ordered to recompute his retirement. ☐

Claim on car damage fails

577—On direct instructions from his chief of mission, the grievant set out one morning to meet an official party of federal consultants at the airport. Because of the nonavailability of a mission car, he drove his own vehicle. En route, through no fault of his own, the car went into a skid and fell over an embankment. It was damaged beyond repair, and had no salvage value. It was not covered by insurance for an accident of this kind.

The agency confirmed that the grievant had not been negligent. The agency's claims office, however, denied the grievant's claim, on the basis of an agency regulation disallowing payments for damages to a "privately-owned motor vehicle incident to its operation." The grievant asked for reconsideration, citing an agency regulation which authorizes payment for personal property "while being used ... for the benefit of the Government by official direction or request." His appeal was denied by the agency on the basis of the Military Personnel and Civilian Employees' Claims Act of 1964. That act stipulates that each executive department will establish regulations for processing property claims, and the department head or his designee may settle any such claim within certain limits. The act adds: "Notwithstanding any other provision of law, the settlement of a claim under this Act is final and conclusive." Relying on the latter language, the agency insisted that the grievance board lacked authority either to consider the merits of the claim or to overrule the claims office's denial of such claim.

The grievant contended, to the contrary, that the grievance board does have jurisdiction in this instance.

He pointed to the broad powers given to the board by the Foreign Service Act of 1980, specifically the authority to resolve "grievances" regarding "... any act or condition subject to the control of the [agency] ... which is alleged to deprive the grievant of a right or benefit authorized by law or regulation ..." He stressed the board's right to consider any "... alleged violation, misinterpretation, or misapplication of applicable ... regulations ... affecting the terms and conditions of the grievant's employment ..." He argued that a claims denial by the agency is "final and conclusive" only with respect to "judicial review of factual findings." This case involved a basic misinterpretation of regulations. Even if limited jurisdiction for the board were conceded, the board could still find the claim cognizable under existing regulations and thus overrule glaring misapplication of such regulations, the grievant argued.

The board itself dismissed the grievance. Its reconstruction of the legislative history convinced the board that Congress intended to bar disappointed claimants from appealing to the courts. The board reasoned that, inasmuch as an agency's ruling on property claims is final with respect to the courts, that ruling should also be final with respect to a quasi-judicial body such as the grievance board. The board found, therefore, that in this case the Claims Act required it to treat the agency's ruling in the property claim as "final and conclusive," and thus barred it from consideration of this grievance challenging the correctness of the ruling. ☐

He went by foreign flag, so must pay

578—The grievant claimed that the agency had misinterpreted its travel regulations when it disallowed travel he and his family had made on a foreign-flag ship (FFS). When he received a mid-tour transfer, he stated, he felt that, due to the ill health of a member of his family, they should make a portion of the trip by ship. There were no American-flag ships serving the route he had chosen; however, he was aware of the regulation which authorized travel by FFS at posts where there were U.S.-owned funds available to be used to pay for the FFS travel, and that employees of another agency had traveled under this regulation. He determined that his position at the post entitled him to travel by a FFS under the same regulations and, therefore, he did not need to seek special travel permission for medical reasons from his agency. Based on these determinations, he stated, he arranged and authorized his own travel.

The agency held that he must pay the cost of the travel because he had not been serving in a position which made him eligible to use the posts' surplus foreign funds to pay for the FFS travel, nor had he followed regulations which applied to employees of his agency, i.e., sought special permission for ship travel based on medical grounds.

The board found the agency's position to be correct and, therefore, denied the grievance.☐

Selection-out can't be grieved away

579—This grievance primarily concerned two alleged inaccurate and falsely prejudicial evaluation reports which the grievant claimed led to his subsequent designation for selection-out. He requested the removal of the offending comments and recision of his selection-out. The grievant retired voluntarily before the grievance was submitted to the board, but elected to continue his grievance.

In the first of the evaluation reports in question, both the rating and the reviewing officers, after commenting favorably on the grievant's performance, made critical comments about his supervisory activity. In the following year's evaluation report, the grievant was criticized by the reviewing officer for being negligent in carrying out his responsibilities.

In connection with the first report, the board noted that an inspector, who visited the post shortly after the evaluation was filed, found no evidence to support the disputed statements. With regard to the second report, the board noted that, in an inspection report on the grievant's performance in this particular position, the inspector noted that the grievant was performing well at a substantially higher level than his own rank. The board found no substantiation for the critical comments in the two evaluation reports and, in light of the positive remarks of the inspectors, the board directed that the protested comments be deleted. No justification was found for granting the other remedies the grievant requested. ■

"Don't worry! I can always work out a negotiated settlement with these State Department types!"

Bureau Notes

Secretary's Office

On April 15–20, SECRETARY HAIG traveled to Buenos Aires to negotiate with government officials on the Falkland Islands dispute. Accompanying the Secretary were SHERWOOD GOLDBERG, executive assistant to the Secretary; KEITH SCHUETTE and E. ANTHONY WAYNE, special assistants; LORA SIMKUS, personal assistant; JOYCE NESMITH, confidential assistant to the executive assistant; ALVIN ADAMS, deputy executive secretary; DAVID GOMPERT, deputy to the under secretary for political affairs; VERNON WALTERS, ambassador-at-large; GEORGE TWOHIE, executive director, Executive Secretariat; WILLIAM McCAHILL and NANCY DeGUMBIA, staff officers, Secretariat; ANITA MUELLER and SHARON OHTA, secretaries, Secretariat.

The Secretary addressed the Business Council at Hot Springs, W. Va., May 7. Traveling with him were MRS. HAIG; Mr. Goldberg; KATHERINE BACKUS, special assistant to the Secretary; and LINDA WESLAR, staff assistant.

The Secretary left for a European trip, May 12–18, to visit Ankara, Turkey, and Athens, Greece, for bilateral negotiations with leaders of the two governments. From there, he went to attend the NATO ministerial meeting. On May 18, he was to go to Madrid for the conclusion of the U.S.-Spanish agreement on friendship, defense and cooperation but he returned to Washington. Traveling with him were: Mrs. Haig; Mr. Goldberg; Mr. Schuette; MICHAEL KLOSSON, special assistant to the Secretary; Ms. Simkus; Ms. Nesmith; ELIZABETH GASTON, secretary, Office of the Secretary; CLAYTON McMANAWAY, deputy executive secretary; Mr. Gompert; RICHARD BURT, director, Office of Politico-Military Affairs; Mr. Twohie; PAUL WOLFOWITZ, director, Policy Planning Staff; Ms. DeGumbia; ERIC EDELMAN, RICHARD SHINNICK and JAMES LANE, staff officers, Executive Secretariat; Ms. Ohta; KATHY McGUIGAN, BETSY NEIL and MARIE MORRIS, secretaries, Secretariat. ☐

OPERATIONS CENTER

Deputy director DENNIS A. SANDBERG left to become principal officer in Lubumbashi. His replacement is former senior watch officer ADRIAEN MORSE. Recent speakers from the center staff were director JOHN D. STEMPEL, who lectured on "The Middle East and Crisis Management," to the students and board of advisors at the Patterson School of Diplomacy and International Commerce, University of Kentucky; and senior watch officer EDRIC SHERMAN, who spoke to Rotary Clubs in the Seattle area on American foreign policy, and to classes at Reed College, Portland, Ore., on the Middle East. A new team of watch officers/editors who have joined the center are WILLIAM R. TAGLIANI, CONSTANCE HUGGINS, DAVID HOPPER and ROBERT L. FRETZ. TIM ROYBAL, formerly with the Communications Center Division, has joined as an operations assistant. Mr. Edelman, RICHARD SHINNICK and TOM WHITE transferred from the Operations Center to the Secretariat Staff. ☐

Deputy Secretary *Walter J. Stoessel* and Prime Minister *Menachem Begin* meet during Mr. Stoessel's recent trip to the Middle East for negotiations on the Egyptian-Israeli peace process. Members of the U.S. delegation (front to back): Robert Perito (not shown), *Paul Hare*, deputy assistant secretary *Morris Draper*, Mr. Stoessel, Ambassador *Samuel Lewis*, *Bill Brown*, *Howard Teicher*, *Gary Matthews*, *Ned Lewis*.

UNDER SECRETARY, POLITICAL AFFAIRS

Under Secretary LAWRENCE EAGLEBURGER traveled to Europe, April 1–14, to participate in the Gray Roundtable in Munich, Germany, and to meet with FOREIGN MINISTER CHEYSSON in Paris. THOMAS L. PRICE, executive assistant, accompanied the under secretary. MARK PALMER, deputy to the under secretary, delivered a speech on U.S.-European relations, to a Yale University conference, April 24. The following have joined the staff of the under secretary: ROBIN RAPHEL, ROSE SCOTT, DAVID LOWENFELD, RICHARD HECKLINGER and JOHN LENCZOWSKI. ☐

Administration

FOREIGN BUILDINGS OFFICE

Front Office: Deputy assistant secretary WILLIAM SLAYTON presented a meritorious service increase to RAYMOND A. BONESKI, African area officer, and a quality step increase to JESSIE I. ORR, secretary in the Office of Foreign Buildings . . . The office welcomed BRUCE W. GERMAN, assistant area officer for East Asia . . . JAMES G. TRUM, budget officer, has departed for his new assignment in Lagos . . . ROBERT E. PROSSER, assistant director of operations, has retired. He is being replaced by OSCAR A. REYNOLDS . . . Deputy director MARVIN SMITH was to head a real property team survey to Budapest in May. Other members were to include Ferebee & Belk, architects, and area officer BEN SARGENT . . . Mr. Slayton and Near East area officers met with PHILLIP HAMMER, negotiator/packager, for preliminary discussions on a possible entrepreneural scheme for Amman. This would involve U.S. Government post property trades as a basis for developing a plan to construct a new chancery, residence and related facilities . . . Occupancy of the Tokyo and Fukuoka apartments, which have been completed, were to begin this month . . . At the new embassy in Moscow, structural framing of the office building has been completed . . . The architectural advisory consultants meetings were held May 4–6. Projects reviewed were: Ottawa office building complex schematic design; Muscat office building complex/embassy residence, final design; Moscow embassy residence restoration; Damascus office building complex/school schematic design; Suva embassy residence, final design; Djibouti office building Complex, final

No lists in this issue

The separate lists showing appointments, transfers, resignations and retirements in the Civil Service and Foreign Service (as well as promotions in the Civil Service) did not arrive in the editor's office in time for publication in this issue of STATE. The lists for June will be published in the July issue.

design ... Mr. Slayton and senior staff members met with Department inspectors who began an audit May 10.

Buildings Design Branch: JEROME W. MORRISON and PETER E. GURVIN, engineers, and DENNIS A. LUNDSTEDT, fire safety officer, went to Memphis, Tenn., to review plans for rehabilitation of the Lagos chancery, which was severely damaged by fire ... JEROME W. MORRISON and ANDREW KORITKO returned from Abu Dhabi after negotiations with the local owner to lease a four-building compound to relocate the embassy from the present structurally unsound building ... HARRY MARINOS and JAMES SCHOONOVER departed for Tokyo to inspect the staff housing there and in Fukuoka ... C. REX HELLMAN returned from Montreal after investigating several sites for a new consulate office building ... The Office of Foreign Buildings, the Executive Office in the Africa bureau and the Security Enhancement Group met with the contract architect and engineer, Kennard & Kennard, to discuss life safety deficiencies in the Khartoum office building. HUNTER KENNARD will prepare a detailed report recommending building alterations and cost estimates for improving building life safety at the post.

Construction and Maintenance Branch: The assistant director for construction and maintenance, JIM LACKEY, chief estimator JOE WHITE; architect CARL PETCHIK and area officer MIKE ADAMS traveled to Osaka-Kobe to negotiate the contract for relocating the consulate office building and 11 housing units in exchange for the existing Kobe consulate property ... Area branch chief BILL SMAYDA traveled to Tokyo, Hong Kong, Kuala Lumpur, Jakarta and Manila, to inspect construction work ... BILL GALLAGHER, area branch chief, returned from Cairo after making a preliminary final inspection of the embassy residence ... The Office of Foreign Buildings has received bids on the Lagos staff apartments project.

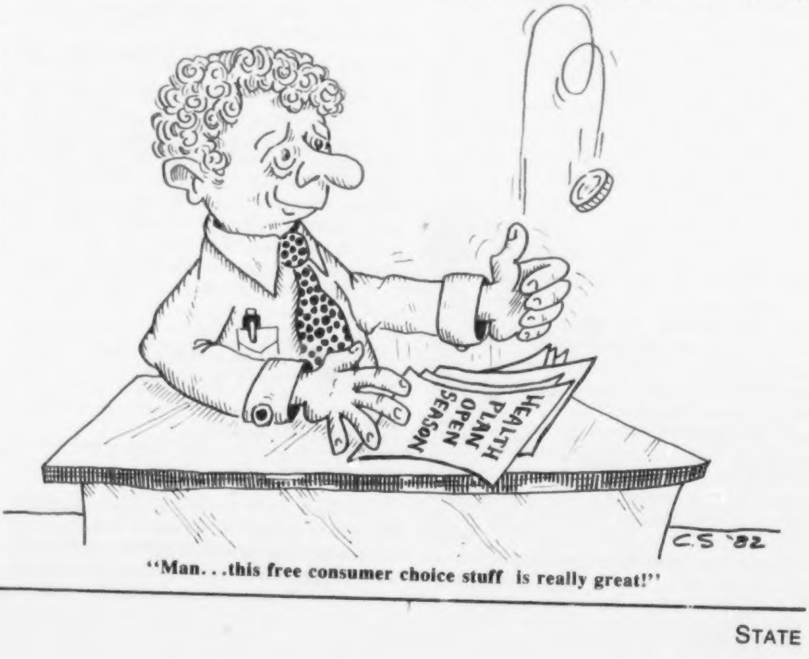
Contracts Branch: The embassy in Libreville, Gabon, was authorized to award a construction contract to a local firm, Socodima, for six staff apartments, for a firm fixed price equivalent to $1,261,665 as of March 31.

Operations: GLENN MABRARY, inter-American affairs area officer, went to Caracas to review the security enhancement project with post officials. He also visited Barranquilla to review with post officials various selections of buildings for the reopening of the Consulate ... European area officer JOHN SCHOLL attended the administrative officers conference in Copenhagen, the first week in May. He also stopped off in Brussels and Paris to meet with the post's administrative officer ... European Operations held discussions with and briefed DANIEL O. NEWBERRY, consul general from Istanbul ... European Operations, with SUSAN McQUEEN, Interior Design Branch, held discussions with and briefed NORMAN SINGER, the new consul general to Edinburgh ... RICHARD DAVIS, area officer for the Near East, visited Beirut, Cairo, Tel Aviv and posts in India and Pakistan to review and assist with the Office of Foreign Buildings program requirements ... Area officers to the Near East met with Kathmandu administrative officer JACK DANIELS, during his Department consultation, to review post programs ... Comprehensive briefing material has been provided to the Office of the Inspector General's inspection/audit team members who are scheduled for post visits in Morocco, Algeria and Tunisia, starting in May ... Area officer JOHN HELM attended a meeting with representatives from the Near East Area to discuss special foreign currency programming in India over the next five years ... A team led by JERRY MORRISON and JOHN HELM returned from Abu Dhabi after defining technical requirements, modifications/construction, space planning and final cost estimates for a four-villa compound which is to serve as interim office space for this mission. Morrison and Helm coordinated these critical areas of interest with other members of the team, including a contract architect and an engineer, and representatives from ICA, Consular Affairs and the Offices of Security and Communications. ☐

OFFICE OF COMMUNICATIONS

Deputy assistant secretary STUART E. BRANCH traveled to Europe, May 3–7. He visited Geneva and London for consultations on communications matters, and attended the administrative counselors meeting in Copenhagen ... Consultations for regional communications programs officers were held in Washington, April 26–30. In attendance were ROBERT P. RICHARDSON of Bonn, JOSEPH H. RINKER of Karachi, JAMES F. PROSSER of Nairobi, KENNETH A. FRENCH of Accra, LUTHER T. TAYLOR of Manila and WILLIAM E. BISCHOFF, who is based in the Department ... GERARD J. GENDRON, of the support staff for VIP travel, was a member of the advance team that traveled to London and Windsor, England; Paris and Versailles, France; Bonn and Rome, May 2–7, to perform surveys for the Secretary's planned visits.

The following were home on consultation recently: JOHN MONTAGUE, Maseru; PAUL



"Man. . .this free consumer choice stuff is really great!"

NUGNES, Nairobi; CARL TUCKER, Paramaribo; GEORGE YAUCHUCZEK, Reykjavik; GLENN COCKERILL, Manila (communications rover); JOSEPH REEVES, Paris; JOSEPH SUDDATH, San Salvador; ANDREW RAHR, Singapore; ELIZABETH GLENDINNING, Santiago; SUSAN MUSSER, Mexico; CARRIE ULLMAN, Department ... Personnel who completed courses in the Training Division included: TERRY YOUNG, New York; JOSEPH PADO, Communications Center Division; CLYDE HOWARD, Barranquilla; ROBIN MDARITZ, Malabo; MOLLY O'NEAL, Toronto; REBECCA WATERS, Florence; STEPHEN WILLIAMS, Guadalajara; PEARLY WHITE, rover; FREDERICK KAPLAN, Oporto; BEVERLY LAVIGNE, Monterey; JANNETT FORD, Antigua; EVELYN WYTHE, Nuevo Laredo; COLLEEN SHORES, Maracaibo; CHARLES CHRISTIAN, Muscat; JOHN MONTAGUE, Maseru; MARY PETERSON, Oslo; EILEEN NESBERG, Mexico; GEORGE YAUCHUCZEK, Reykjavek, SANDRA WILLIAMS, Vienna; MARY JO LANGE, Panama (communications rover). ☐

BONN, Germany—*John H. Clemmons,* second from left, assistant director, Office of Security, meets with associate directors *William H. Armor* and *James C. Kolesnik,* left, and regional security officer *James F. Bermingham,* right. Photo shows, left to right, Mr. Kolesnik, Mr. Clemmons, Mr. Armor and Mr. Bermingham.

Office of Security

Deputy assistant secretary MARVIN L. GARRETT JR. traveled to Copenhagen, May 4–7, to attend the administrative officers conference.

On April 19, LOUIS MIZELL, Threat Analysis Group, addressed Baltimore County police officials on terrorism in the United States. He spoke to Federal Aviation Administration security administrators and Federal Bureau of Investigation officials at the FBI Academy, Quantico, Va., May 6, on operational and academic issues concerning domestic and international terrorism. ISABEL JOHNSTONE spoke on international terrorism during a two-day terrorism seminar in Phoenix sponsored by the Arizona Division of Emergency Services, in cooperation with the American Society for Industrial Security and the Arizona Department of Public Safety.

Security details for the following foreign dignitaries were provided by the Dignitary Protection Office: MRS. MARCOS of the Philippines, FOREIGN MINISTER KHADDAM of Syria, AMBASSADOR ELEKDAG of Turkey, PRINCE PHILIP of the United Kingdom, PRESIDENT-ELECT MONGE of Costa Rica, FOREIGN MINISTER PYM of the United Kingdom, FOREIGN MINISTER COSTA MENDEZ of Argentina and PRINCESS ALEXANDRA of the United Kingdom. The agents in charge of these details were DARYL RASHKIN, JEFF BOZWORTH, ROBERT FRANKS, ROBERT DAVIS, ERVIN WEBER, DENNIS WILLIAMS, JERRY DUMAS and ROBERT DAVIS, respectively. Special agent DENNIS WILLIAMS joined the staff as deputy chief on April 12, and special agent JOE D. MORTON reported on May 3. CHRIS DISNEY, chief, Dignitary Protection, and WALTER BACAK traveled to New York, April 13, to initiate administrative preparations for the UN General Assembly. On May 3–7, WALTER BACAK attended the executive performance seminar at Cacapon Lodge, Berkeley Springs, W. Va.

JOHN KONICKI, Education and Training Staff, traveled to Pakistan, May 1, for a mobile training team program. During May 3–7, JAMES PRIETSCH attended the executive management seminar at Berkeley Springs. EDWARD L. LEE II spoke on "The Terrorist Threat Abroad," at the Military Assistance Advisory Group school, Dayton, O., May 7.

STEVE HIPSON, Foreign Operations Division, acting as security coordinator, traveled to Cairo and Tel Aviv with Deputy Secretary WALTER STOESSEL. MIKE CROWE, regional security officer-designate, Frankfurt, who is attending German language training at the Foreign Service Institute, and RAY RUSSELL, regional security officer-designate, Pretoria, consulted recently in the division. BRUCE TULLY was on temporary duty in Islamabad, as part of the mobile training team, and stopped in Kuwait for consultation with the regional security officer. BOB JENKINS departed to become chief, Freedom of Information and Privacy Acts Staff.

CHARLES CHASE, DAVID AKERMAN and LOU POSSANZA, Division of Investigations, attended the FBI Academy course on "Collection and Preservation of Physical Evidence." Special agent JIM HOLT was in Berkeley Springs to attend the executive performance seminar, May 3–7. Special agent DARWIN CADOGAN recently transferred from the San Francisco Field Office.

ERV WEBER of the San Francisco Field Office was in Seattle, to work with BRAD UPDEGROVE and JOE HAWE during the visit of Prince Philip of the United Kingdom. Upon Mr. Weber's return, he and PHIL WHITNEY traveled to Los Angeles to assist in the visit of President-elect Monge of Costa Rica. ED MATSIS resigned on May 5 to return to work in the private sector.

Special agent ALFRED SANTOS returned to the New York Field Office in early April, from temporary duty in Beirut, Lebanon. In early April, special agent DANIEL POCUS was on temporary duty in the Vatican City. Special agents ROBERT WHIGHAM, HOWARD LYNDE and CHARLES HUNTER transferred to the U.S. mission at the United Nations, in mid-April.

The following special agents on the Secretary's Detail were involved in advancing trips to Buenos Aires, London, Ankara, Athens and Luxembourg: CHARLIE ST. CYR, BOB DALY, BOB LISCOUSKI, STEVE BURCHYNS, CHARLIE BUNN, RICHARD GAIANI, TOM COMISKEY, CHRIS LEIBENGOOD, PETE GALLANT, MARY GRIGGS, GEORGE SLIKE and TONY RICHARDS. SAM CRUCE has completed and published the "Operations Handbook," for use by the division's agents. ☐

LANGUAGE SERVICES DIVISION

Language Services alumni VIVIAN CHANG and CORNELIUS IIDA interpreted in Beijing and Tokyo, respectively, during the Vice President's trip to the Far East, the latter part of April ... The eighth session of the Commission for Climatology and Application of Meteorology of the World Meteorology Organization met in the Department, April 19–30. The technical conference was assisted by a staff of 12 interpreters in five languages (Chinese, English, French, Russian and Spanish) and a translating team of 29. Division chief NORA LEJINS served as overall language services officer, CYRIL MUROMCEW as chief interpreter, JORGE PEREZ as deputy language services officer for daytime translations, and former division chief THEODORE H. LEON for the night shift. GALINA TUNIK-ROSNIANSKY was a member of the interpreter team.

Interpreting Branch chief DONALD F. BARNES returned from Buenos Aires, April 22. BILL KRIMER, DIMITRI ARENSBURGER and LAWRENCE BURRELL returned to Washington after conclusion of the session of the Standing Consultative Commission at the end of April, but Mr. Arensburger and Mr. Krimer, joined by LORALYN ANDERSEN-PETRIE, returned to Geneva for resumption of sessions of the intermediate nuclear forces talks, starting on May 20. SOPHIA PORSON and ALEC TOUMAYAN interpreted for U.S.–France financial consultations, April 21–22, involving assistant secretaries of state, treasury and commerce. Mr. Toumayan interpreted during the Washington visit of the Tunisian prime minister, April 27–30. The Falkland Islands crisis repeatedly required the presence in the Department, during off-hours, of Spanish translators. FRANCISCO LANZA and PILAR MOLNAR bore the brunt of these emergencies. HARRY OBST of the Interpreting Branch addressed the student body of the Luther Jackson Intermediate School on foreign-language careers, April 28. Verbatim reporter MARIE TAYLOR reported the Secretary's speech before the Business Council, at Hot Springs, Va., May 7. Interpreter ANTHONY HERVAS departed on very short notice, for renewed U.S.–Spain base talks, in Madrid, May 8. He was joined, May 10, by translator/reviewer PILAR MOLNAR, to assure substantive agreement of the English and Spanish agreement texts. On May 12, Translating Branch chief TONY SIERRA followed, in view of the large volume of documentation to be certified.

STEPHANIE VAN REIGERSBERG accompanied the Secretary of Agriculture, Assistant Secretary THOMAS O. ENDERS and Rep. BEN GILMAN (R.–N.Y.) to the inauguration of the new president of Costa Rica, May 7–9. NEIL SEIDENMAN and SOPHIA PORSON interpreted during the state visit of the president of Brazil, May 10–14. Mr. Obst assisted during the Washington visit of the vice chancellor of Austria, May 10–14. DIMITRI ARENSBURGER, CYRIL MUROMCEW, GALINA TUNIK-ROSNIANSKY and DIMITRY ZARECHNAK, assisted by Foreign Service officer ED HURWITZ, interpreted at a White House luncheon for Soviet dissidents, May 11. Verbatim reporters Kuyatt and Taylor handled the Secretary's joint interviews with Time, Newsweek, and the Washington Post, May 7, and the New York Times and Interview Magazine, May 10. □

LIBREVILLE, Gabon—Ambassador *Terry McNamara* congratulates communications officer *Richard McDonald*, left, on his receipt of Meritorious Honor Award.

African Affairs

Assistant Secretary CHESTER A. CROCKER spoke to a luncheon meeting of the Washington International Business Council, April 23, on "Private Enterprise in Africa." Senior deputy assistant secretary FRANK G. WISNER spoke on "Current U.S.-Africa Policy" at the Foreign Service Day conference, May 7. He also delivered a presentation on "Complexities in Southern Africa," May 14, at a conference on religion and politics sponsored by the Ethics and Public Policy Center. Deputy assistant secretary PRINCETON LYMAN and Ethiopia desk officer FRANK DAY, with the special assistant to the bureau, ROBERT CABELLY, participated in a two-day conference, on "Continuity and Change in Africa," cosponsored by the Center for Strategic and International Studies and the Naval Postgraduate School, May 1–2, in Monterey, Calif.

LARRY WILLIAMSON, director, Office of Inter-African Affairs, delivered speeches at a conference on human rights in Africa, at State University of New York (Buffalo) and at a symposium on Africa sponsored by the Friedrich Ebert Foundation in Bonn, Germany, in early May ... ROBERT PRINGLE, director, Economic Policy Staff, spoke to business, civic, academic and media audiences in San Diego, at a conference on economic and cultural activities in Africa, May 14–15 ... Ambassador WILLIAM EDMONDSON spoke to the Woman's National Democratic Club, May 6, in Washington, on South Africa ... EARLE SCARLETT, Office of East African Affairs, briefed a group of visiting government and social workers from around the world, sponsored by Howard University's Council of International Programs, on "East Africa," May 6 ... EMIL SKODON, Office of Southern African Affairs, spoke to students and faculty at the University of Northern Iowa on "U.S. Relations in Southern Africa," May 3 ... PHILIP A. KING, Office of Southern African Affairs, spoke at a conference on southern Africa, in Florida, sponsored by the University at Gainesville, April 16 ... ROBERT BRUCE, director, Office of West African Affairs, was a member of the U.S. delegation to Liberia, for Liberian Day, April 12 ... **THOMAS E. WILLIAMS**, country director for Nigeria, participated in a political-military simulation at the Army War College, Carlisle, Pa., March 9. He also addressed an awards ceremony for Nigerian civil servants attending courses at the National Institute of Public Management ... **KATHERINE CLARKE-BOURNE**, deputy director, Office of West African Affairs, addressed the National War College seminar at Fort McNair, March 2, on Nigeria. ☐

Consular Affairs

Assistant Secretary DIEGO C. ASENCIO participated in an international conference, April 21, sponsored by the German Marshall Fund of the United States, on common problems in administering immigration and refugee policies. During April and May, Mr. Asencio gave various presentations and interviews on the administration's new immigration policy. On April 22–23, he met with the study group on immigration and refugee policy of the Council on Foreign Relations, in New York, and addressed the 32d annual conference on foreign affairs of the University of Louisville, Ky. Media events included interviews with the Courier Journal and the Louisville Times. On April 26–28, he gave a major public address on "The New Immigration Policy: Are We in Control of Our Borders?" at Southern Methodist University, Dallas, Tex. Media events in Dallas included interviews with KAFM–FM, KERA–TV, the Dallas Morning News and the Dallas Times Herald. On April 29–30, he held a press conference on immigration in Houston. He also visited the Houston Passport Agency. On May 14–15, he addressed the Notre Dame Legal Aid Association and was interviewed on WNIT–TV (PBS) in Elkhart, Ind.

ROBERT E. FRITTS, senior deputy assistant secretary, addressed faculty and students at Drexel University, Philadelphia, on "The Proposed New Immigration Policy," May 10. He was interviewed on WCAU–AM ... On April 29–30, ALFONSO ARENALES, special coordinator for legislative and public policy, addressed the Cranbrook World Affairs Seminar on "Patterns of American Immigration Policy," in Bloomfield Hills, Mich. He also participated in a panel discussion at Cranbrook House on "Varied Perspectives on the Central American Puzzle."

LOUIS P. GOELZ, deputy assistant secretary for visa services, visited Madrid, Frankfurt and Paris, for visa management reviews, the latter part of April. JOHN MOLLER, post liaison, traveled to Lima, March 15–19, for a consular workshop, and Port au Prince, March 24–25, for management consultations. On April 14–May 5, MAURICE PARKER, Systems Liaison and Procedures, traveled to Santo Domingo for the installation of the Immigrant Visa Applicant Control System. MARIANNE HORN, systems liaison and procedures, traveled to Tijuana, April 26–29, and Ciudad Juarez, April 30, for the Teletype Replacement Program and the Border Crossing Card Program. JAMES REID, Written Inquiries Branch of the Visa Office, attended the symposium on immigration law and policy at Wayne State University, Detroit, April 30. On May 2–3, SETON STAPLETON, Immigrant Visa Control and Reporting Division, attended a seminar on employment of foreign workers in the United States, in New York.

Employees participating in courses during April included ANN COVINGTON, SALLYBETH BUMBREY and MARY ALICE NOYES (Executive-Congressional Relations); BERNICE HOLMES (Management Skills Seminar for Secretaries); and PHYLLIS CHEEKS (Reading Development Skills) ... New arrivals in the bureau include: WAYNE G. GRIFFITH, Visa Office, and QUEKETA PAYTON, who joined the front office. ROBERT CHEVEZ has departed the Visa Office for Tijuana, Mexico. ROBERT WATKINS has transferred to the law of the sea office. ☐

East Asian and Pacific Affairs

Assistant Secretary JOHN H. HOLDRIDGE accompanied VICE PRESIDENT BUSH to China and participated in the meetings with Chinese officials, May 5–8. On May 9, he visited Tokyo to consult with Japanese officials. On May 13, he addressed a group of Japanese business leaders at a dinner meeting in New York sponsored by the Chemical Bank. He participated in the visit of Australian Prime Minister MALCOLM FRASER, May 16–18. On May 27, Mr. Holdridge participated in a China meeting at the Council on Foreign Relations, New York. He also accompanied the Vice President on the April 25–27 visit to Korea.

Deputy assistant secretary ANTHONY C. ALBRECHT addressed students and faculty at the Center for International Affairs, Harvard, on "U.S.–Japan Economic Relations," April 17. From April 20–22, he attended the chiefs of mission conference in Honolulu. On May 3, Mr. Albrecht addressed members of the U.S.–Asia Institute on international economic policy, in Los Angeles. From May 10–16, he participated in the Pacific Basin Economic Council meeting, in Nagoyo, Japan, and had consultations with U.S. and host country officials in Tokyo, Hong Kong, Manila and Honolulu. Mr. Albrecht ad-

KUALA LUMPUR, Malaysia—The Marine detachment here was the "best in 1981" in the region. From left: *Randy Chandanais, Doug McClure, Dan Fearn,* Ambassador *Ronald Palmer, Dean Franklin, Joe Tomazic, Rodney Poole.* In front: *Mrs. Franklin* and the Franklin children, *Heather* and *Amanda*. *Darryl Shaw* of the detachment was on leave.

Transfer Tremors .... by ebp

I was almost transferred to INDIA, but I didn't have a tropiCAL CUTTAway to wear while presenting my credentials.

I was almost transferred to FRANCE, but they wanted me onLY ON a one-year tour.

I was almost transferred to GREECE, but I couldn't find a house with big rooms, particularly with THE SSALON I KInd of wanted.

dressed participants of the 51st World Trade Week luncheon, cosponsored by the city of Los Angeles, the Chamber of Commerce there and Sister Cities International, May 17–18. On May 20, he addressed members of the East Asia Scholar-Diplomat Seminar on "U.S. Economic Relations with East Asia." From May 20–21, Mr. Albrecht participated in the 1982 Pacific Symposium sponsored by National Defense University.

Deputy assistant secretary DANIEL A. O'DONOHUE attended the chiefs of mission conference in Honolulu, April 17–24. Mr. O'Donohue also participated in the naval seminar on southeast Asian policy, April 29–May 1, in Monterey, Calif. . . Deputy assistant secretary THOMAS P. SHOESMITH traveled to Cambridge, Mass., to attend the workshop on Japan at Harvard's Center for International Affairs. He spoke about "Japan and the World" at the opening dinner that evening.

Office of Korean Affairs: Director DAVID F. LAMBERTSON attended the 14th annual U.S.–Korea security consultative meeting, in Seoul, March 30–31. Secretary of Defense CASPAR WEINBERGER led the U.S. delegation. Mr. Lambertson stayed on for 10 days of consultations in Seoul and Pusan. He spoke to the U.S.–Korea Economic Council, in New York, April 21, and to the Korea symposium of the Command and General Staff College, Ft. Leavenworth, Kan., May 24 . . . Deputy director WILLIAM BREER accompanied the presidential delegation to the celebration of the U.S.–Korea centennial, May 18–23, in Seoul. The delegation was headed by General LYMAN LEMNITZER (ret). Mr. Breer remained in the country for several days of consultation following the ceremonies.

Office of Economic Policy: HENRY BARDACH has assumed his duties as director. He replaces WILLIAM PIEZ, who was transferred to Tokyo, where he will be minister-counselor for economic affairs. During the past five months, Mr. Bardach has been the bureau's special assistant and adviser for private sector activities. In February, he accompanied AID assistant administrator ELISE DU PONT, who led a "private sector reconnaissance mission" to Bangkok. He then traveled to Jakarta and Hong Kong to consult on private sector and trade issues. In early March, Mr. Bardach traveled to Manila, in preparation for the Association of Southeast Asian Nations/U.S. dialogue, and subsequently represented the Department at the semiannual meeting of the Asia-Pacific Council of American Chambers of Commerce, in Hong Kong. Mr. Bardach spoke at the meeting of the American-Indonesian Chamber of Commerce, in New York, on "Perspectives in Economic and Political Development in Indonesia," March 27.

Office of Japanese Affairs: Director ALBERT SELIGMANN accompanied the Vice President on his visit to Tokyo, April 23–25. In May, Mr. Seligmann attended the Council on Foreign Relations discussion group on "U.S.–Japan Relations," and the Aspen Institute's Berlin conference on "The 21st Century: Will it be the Asian Century?" Deputy director LAWRENCE FARRAR spoke at Armed Forces Staff College on the conduct of U.S. relations with Japan, Norfolk, Va., May 6.

Office of the Executive Director: DELORES D. KEYS, Communications Center, received a quality step increase in May.□

Economic and Business Affairs

Assistant Secretary ROBERT D. HORMATS traveled to Paris, the week of April 19, for a meeting of the International Energy Agency, a special session of the Organization for Economic Cooperation and Development executive committee, and a meeting of the personal representatives preparing for the Versailles economic summit. On May 1, Mr. Hormats addressed a gathering of White House Fellows alumni at the Capital-Hilton. On May 3 he addressed the annual conference for foreign portfolio and investment directors, at the Department. Mr. Hormats spoke to the Business Council at Hot Springs, Va., May 7, on the administration's directions in trade and investment policy. The week of May 10, he returned to Paris for the ministerial of the Organizational for Economic Cooperation and Development, the quadrilateral trade meeting, and another meeting of the Versailles economic summit personal representatives.

Ambassador CHARLES F. MEISSNER, U.S. special negotiator for economic matters, was the alternate U.S. representative at the second part of the 24th session of the Trade and Development Board of the UN Conference on Trade and Development, in Geneva, May 11–13. The primary purpose of this meeting was to prepare for the sixth conference of the organization in May and June next year. Mr. Meissner also attended the conference of chiefs of mission, in Berlin, in early May, to discuss U.S. economic policy for eastern Europe . . . RICHARD T. McCORMACK, consultant to the bureau, attended the May 5–8 annual meeting of the African Development Bank and Fund, in Lusaka, as temporary alternate U.S. governor. BRUCE McMULLEN of the Office of Development Finance was an adviser on the U.S. delegation. Mr. McMullen was also a member of the U.S. delegation to the 15th annual meeting of the Asian Development Bank, April 28–30, in Manila. In addition, he participated as an adviser on the U.S. delegation to the Asian Development Fund replenishment meeting, April 26–27, where agreement was reached on a replenishment of the bank's soft loan window . . . MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, served as alternate representative at a conference on combatting hunger in the world, held in Rome, April 26–29, under the sponsorship of the Italian government and attended by donor countries and international agencies. From Rome, he went to Minneapolis, where he participated in and addressed a conference sponsored by the University of Minnesota on "Agriculture and Foreign Policy." On May 6 he spoke to a symposium at the University of Wisconsin, Madison, on "Living with Resource Dependence, Coping with Vulnerability."

The chief of the Marine and Polar Minerals Division, LEWIS COHEN, served as deputy U.S. representative on the delegation to the UN Law of the Sea Conference, which met in New York, March 8–April 30. MILTON DRUCKER of the same division served as adviser on the delegation and as a U.S. representative to the English language group of the drafting committee, at the same meeting . . . JAMES C. TODD, chief of the Industrial and Strategic Materials Division, headed the U.S. delegation to the fourth session of the International Natural Rubber Council, in Kuala Lumpur, May 3–7. At that meeting, council members agreed to a nominal reduction of the reference price established by the international natural rubber agreement for operation of its buffer stock . . . JOHN A. BARCAS, chief of the Tropical Products Division, attended the annual convention of the American Cotton Shippers Association, in Dallas, April 28–May 1. He addressed its foreign affairs committee on recent activity by the UN Conference on Trade and Development in cotton, and partic-

HAPPY
SECRETARIES'
WEEK!!
EUR

EUROPEAN AFFAIRS—On Professional Secretaries Day, look who has brought the coffee and pastries! Why, it's bureau executive director *Dick Bowers*, right, and personnel officers *Chuck Skellenger* and *Irene Harrison*, on left. The incredulous secretaries in the Office of Regional Political-Military Affairs are, from right, *Ann Garner, Janet Ford, Carol Zierjack, Loretta Oliver, Felicia Stevens. (Photo by David M. Humphrey, Visual Services)*

ipated in a discussion leading to an association resolution on the issue ... TODD STEWART, director of the Office of Maritime and Land Transport, spoke on "U.S. Shipping Policy in an International Environment," before the Seatrade Conference "Money and Ships 1982," in London, March 31, and before the Maritime Administrative Bar Association, in Washington, April 6. □

European Affairs

Acting assistant secretary H. ALLEN HOLMES addressed the joint meeting of members of the Ripon and Bow societies, April 21, in the Department. Acting deputy assistant secretary CHARLES H. THOMAS, with C. EDWARD DILLERY, director, Office of Southern European Affairs, and REGINALD BARTHOLOMEW, special adviser, accompanied SECRETARY HAIG during his visits to Ankara and Athens, May 13–16.

Ambassador RAYMOND C EWING, Cyprus, was in the Department for consultations, May 10–13. Ambassador HERBERT S. OKUN, German Democratic Republic, was in the Department for consultations, April 26–30. The former ambassador to Turkey, JAMES W. SPAIN, represented the U.S. Government at the funeral of assassinated Turkish honorary consul general Gunduz, in Boston, May 7. Ambassador MONTEAGLE STEARNS, Greece, was in the Department for consultations, April 22–30. Ambassador TERENCE TODMAN, Spain, was in the Department for consultations and to accompany the Spanish foreign minister on his visit to Washington, May 3–10.

Hungarian deputy prime minister JOZSEF MARJAI visited the United States, May 1–12, as the official guest of Secretary of Commerce MALCOLM BALDRIGE. During his visit, Mr. Marjai represented Hungary at the accession ceremony to the International Monetary Fund, and met with PRESIDENT REAGAN, VICE PRESIDENT BUSH, SECRETARIES HAIG and Baldrige, and members of Congress.

Executive director CHARLES R. BOWERS and members of his staff—supervisory personnel officer H. CLARKE RODGERS, supervisory post management officer WILLIAM C. KELLY, supervisory budget officer JOHN G. SINNICKI and computer systems analyst BARBARA HUGHES— traveled to Copenhagen for the European administrative officers conference, May 5–8. After the conference, Mr. Bowers traveled to Thessaloniki, Athens and Bucharest for consultations on post management issues ... JOHN C. KORNBLUM, director, Office of Central European Affairs, traveled to Luxembourg to attend North Atlantic Council ministerial, May 14–26. JAMES D. BINDENAGEL, Federal Republic of Germany desk officer, traveled to Bonn to attend the Friedrich Ebert Stiftung conference, May 10–11, and for consultations in the Federal Republic of Germany, Switzerland and Austria, May 12–21 ... JOHN R. DAVIS JR., director, Office of Eastern European Affairs, visited Belgrade, Bucharest and Budapest for consultations, April 26–May 4. DALE R. HERSPRING, Polish desk officer, visited Poland, May 7–9 ... SANDY VOGELGELSANG, director, Office of Regional/Political Economic Affairs, and CHARLES BILLO of the same office traveled to Paris, May 10–11, to take part in the annual ministerial meeting of the Organization for Economic Cooperation and Development. Deputy Secretary WALTER STOESSEL led the Department team on the US delegation ... ERIC REHFELD, special assistant, Office of European Security and Political Affairs, participated as a member of the US delegation in a meeting of the senior NATO logisticians conference, the week of April 19, and participated as a member of the US delegation to the NATO Joint Communications and Electronics Committee meeting, the week of May 10. Both meetings were held at NATO headquarters in Brussels, Belgium ... C. EDWARD DILLERY, director, Office of Southern European Affairs, attended the high-level defense group meeting in Ankara, April 26–28 ... DONALD J. PLANTY, officer-in-charge, Spanish affairs, Office of Western European Affairs, was in Madrid for base negotiations, April 18–28.□

Human Rights and Humanitarian Affairs

Assistant Secretary and Mrs. ELLIOTT ABRAMS announced the arrival of their daughter, SARAH, born on May 5 at Georgetown Hospital. The assistant secretary and STEPHEN E. PALMER testified on April 28 before the House Subcommittee on Human Rights and International Organizations regarding the 1981 country reports on human rights practices. Several nongovernmental organizations with international human rights interests also testified. CHARLES FAIRBANKS has been named deputy assistant secretary. He transferred in March into the bureau from the Policy Planning Staff. THERESA TULL, director, Office of Human Rights, participated in a panel discussion on human rights and the Reagan administration, April 15, at American University. Ms. Tull participated in another panel discussion on the same subject at Seton Hall University, South Orange, N.J., April 23. ☐

Inspector General's Office

Ambassador JOHN J. CROWLEY JR. is heading the team inspecting West African countries; MAXWELL CHAPLIN is the senior inspector for the East Asia team; Ambassador WILLIAM B. EDMONDSON is the leader for the North African inspection. Ambassador DONALD R. TOUSSAINT, JAMES C. HAAHR, STEPHEN R. GIBSON and M. WALTER KENNEY are managing the domestic inspections and audits.

In addition to evaluating post or Department performance in the inspectors' own fields, inspectors may be called on to look at functions outside their major fields of expertise and to perform other inspection-related tasks. To prepare them for these responsibilities, the director of the Office of Coordination and Review, RICHARD J. DOLS, arranged training workshops during the one-week break between the first and second inspection cycles. Consular inspectors JON G. EDENSWORD and JOHN H. ADAMS JR. conducted a consular workshop which included a presentation on small consular posts by MERLE E. ARP, deputy executive director, Bureau of Consular Affairs. At the editors' workshop, HOWARD M. McELROY and WALKER A. DIAMANTI, inspectors with extensive experience as inspection team editors, outlined their approaches to the team editor role, emphasizing its managerial as well as its editing functions.

Deputy inspector general FRANCIS X. READY addressed the European administrative officers conference, May 6, in Copenhagen. PHILIP J. HARRICK JR., assistant inspector general for investigations, attended a one-day seminar on the "whistleblower" concept. Sponsored by the Association of Federal Investigators, the seminar attempted to raise the participants' level of awareness of employees' rights and management's responsibilities in "whistleblower" cases. H. BYRON HOLLINGSWORTH JR., assistant inspector general for audits, served as an examiner on an assessment panel for the Board of Examiners, in May, to select audit-qualified inspectors.

As a participant in the Department's conversion to Wang word-processing, the Office of the Inspector General recently replaced the Vydec word processors with Wang equipment. The transition has been accompanied by a training program not only in the basic operations but also in more advanced capabilities. A prelude to future office information systems, it is expected to allow the office to track recommendations, publish reports more efficiently and store and retrieve information.

The Office of the Inspector General is now formally organized to accommodate the changes mandated under the new Foreign Service Act. The new regulations reflecting these changes have been published in 1 FAM 116, Organization and Functions, and were circulated by a transmittal dated March 25. ☐

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"Now remember! No barking until we've cleared customs . . . or it's six months in quarantine for you!"

Intelligence and Research

Deputy assistant secretary PHILIP STODDARD spoke on U.S. policy in the Middle East, at the Committee on Foreign Relations in Omaha, Neb., April 13. He participated in all-day discussions on Islam, with students and others at Macalester College, St. Paul, Minn., April 15. On the evening of April 15, he gave a lecture at a college symposium on "Aspects of Islamic Resurgence: Unity and Variety and the Interaction between Religion and Politics."

ROBERT BARAZ director, Office of Analysis for the Soviet Union and Eastern Europe, spoke April 20 to the Foreign Service Institute's Executive Seminar on the article in the quarterly, Foreign Affairs, on "no first use" of nuclear weapons. He attended a conference of chiefs of mission in Berlin, May 5–7. MARTHA MAUTNER, deputy director, participated as a panelist in a discussion of "Soviet Strategy in the '80s," at the George Marshall Research Foundation annual conference, Virginia Military Institute, April 15. Ms. Mautner also addressed presidential interns at the Foreign Service Institute, on US–USSR relations, April 22. . . DONALD GRAVES, chief, Soviet Internal Division, lectured at the Foreign Service Institute on Soviet leadership, April 26. . . WAYNE LIMBERG, an analyst in the Soviet Foreign Political Division, lectured at Industrial War College on the Soviets and the Persian Gulf, April 22, and at the Foreign Service Institute, on USSR and the Mideast, April 29. ROBERT FARLOW, analyst in the East European Division, lectured at the institute on Soviet policy toward the Balkans, April 19. FRANK FOLDVARY, also in that division, spoke about Poland to the Montgomery County (Md.) Foreign Policy Association, April 19.

PRISCILLA STOWE, regional economist in the Office of Economic Analysis traveled to Montana, at the request of the Bureau of Public Affairs, to speak on economic trends in China and U.S.-China relations, to the Rotary Club of Bozeman and the International Club of Montana State University, April 26–29. DEBRA DOUGHERTY, intelligence specialist in that office, attended the Foreign Service Institute's seminar on executive performance, at Berkeley Springs, W.Va., May 2–7. DAVID VANCE, energy analyst in Economic Analysis, spoke on "The International Energy Scene Today," to a Chamber of Commerce group and its Energy Task Force, to a Rotary Club luncheon, and to a student/faculty group at Brenan College in Gainesville, Ga., April 12.

GEORGE HARRIS, director of the Office of Analysis for the Near East and South Asia, traveled to Egypt, Sudan and Turkey to consult with foreign officials and embassy personnel, April 8–25. STEPHEN ENGELKEN, analyst in the Near East Division, lectured to a class of military officers at Wright-Patterson Air Force Base, O. May 11. The officers are preparing to administer weapons sales contracts to countries in the Middle East. ☐

Inter-American Affairs

DALE M. POVENMIRE, labor adviser, visited San Jose, Costa Rica, and San Salvador, El Salvador, April 19–23. He consulted with embassy officials on labor matters ... ALBERTO M. PIEDRA was sworn in as alternate U.S. representative to the Organization of American States by Ambassador J. WILLIAM MIDDENDENDORF II. He will be the U.S. representative to the Inter-American Economic and Social Council, and will hold the temporary rank of ambassador when representing the United States. ☐

Embassy Santo Domingo

A career planning conference, sponsored by the family liaison office at the embassy, was held for Foreign Service dependents in the Dominican Republic on April 16, at Hotel Sur. It was opened by Ambassador ROBERT L. YOST, who said he welcomed the iinitiative and "the innovative approach" of the program. He offered his continued support to dependent families, within the guidelines of U.S. regulations and Dominican Republic laws.

Embassy personnel who spoke included ELENA L. PEREZ, family coordinator, on the ad hoc assistance program and functional training courses; E. LLOYD DAVIS, administrative counselor, on Dominican employment laws and regulations, as well as U.S. mission employment here; and RAFAEL FERMOSELLE, commercial counselor, on opportunities within the embassy commercial section. Also, a firsthand presentation of Foreign Service Careers was provided by SARAH ANDERSON, cultural affairs, ICA. Each speaker allowed questions and discussion.

A panel on "Realities and Opportunities for Employment in the Dominican Republic" was moderated by PERCY DURAN, Peace Corps director here. Panelists included WILSON ROOD, executive director of the American Chamber of Commerce; RONALD VENEZIA, assistant director, AID; CLARA TAVARES, private consultant, and LUIS A. VICIOSO SOTO, vice president, Gulf & Western. Along with a counselor's session on attitudes and country adjustments, presented by SHIRLEY MORANT, the afternoon included a panel discussion led by Mrs. Perez, Mrs. JANE MISHLER, a State dependent, and Mrs. MEREDITH KWIATKOWSKI, an AID dependent.

The conference was well-attended. There were discussions on job opportunities, on adjusting to the stresses of change in a new country, on in-transit household needs, and on language, cultural differences, food, climate and feelings of isolation resulting from no longer being part of a workforce. The conference offered information and provided a vehicle for open discussion on all relevant matters, its sponsors concluded. ☐

SANTO DOMINGO, Dominican Republic—Ambassador *Robert L. Yost*, second from left, confers on career planning conference with deputy chief of mission *John D. Blacken*, left, *Elena Perez*, and *E. Lloyd Davis*.

International Narcotics Matters

Assistant Secretary DOMINICK L. DiCARLO testified, April 21 and May 6, before the House Foreign Affairs Committee and Senate Foreign Relations Committee, respectively. On May 2, Mr. DiCarlo traveled to Miami for meetings with officials of the President's South Florida Task Force on Crime and, on May 5, participated in the Association of Southern Attorneys General conference, in Key West ... Southwest Asia program officer HERB RATHNER visited Pakistan, April 8–22, to observe and confer with U.S. Government and local officials regarding narcotics control programs, particularly the bureau's proposed rural development project to support opium poppy control in the Northwest. . .Commodity management officer MELQUIADES HOLGUIN traveled to Colombia and Lima to review project agreements, procurement procedures and commodity support requirements ... Presidential management intern ELENA KIM attended the first regular session of the Economic and Social Council at the United Nations during its consideration of narcotics issues, April 27–May 3. ... Aviation adviser JOHN McLAUGHLIN, contract administrator JAMES TYCHOSKI, and control officer JAMES KIMMEL met with officials of the Mexican attorney general's office concerning negotiation of the Mexican aviation supply and support services contract, which is the core of the bureau's opium control assistance to Mexico. Subsequently, they toured attorney general air bases in Uruapan, Guadalajara, and Culican ... Foreign dignitaries visiting the United States on narcotics-related matters included Pakistan's Northwest Frontier Province governor FAZLE HAQ and UN Fund for Drug Abuse Control executive director GIUSEPPE DiGENNARO. ☐

***Rita Di Martino* is sworn in as alternate U.S. representative to the executive board, UN Children's Fund, by *John A. Murtha*, assistant chief of protocol, right. Holding the Bible is *Nicholas Platt*, then acting assistant secretary for international organization affairs.**

International Organization Affairs

ISHMAEL LARA, from the Office of International Development, has been assigned to Nassau. He has been replaced by CONSTANCE FREEMAN, from the mid-level course at the Foreign Service Institute ... BERNARD MAXWELL, from the Bureau of East Asian and Pacific Affairs, has transferred to the UN Documents and Reference Staff ... PATRICK DEMONGEOT is on detail to the Office of International Development, from AID ... JOHN TILLER, from the Office of the Secretary, has been assigned to the International Sports Program ... MARY WOODS, from the Office of UN Political Affairs, has been assigned to the Foreign Service Institute, prior to departing for Moscow ...

VIRGINIA EVELY, from the Office of Administrative Services, has accepted a position in the Bureau of Consular Affairs ... JOY HILL is interning in the Secretariat to the U.S. National Commission for UNESCO ... TORREY WHITMAN, from the Bureau of Personnel, has transferred to the Office of UN System Administration ... JEAN JOHNSON, from the Bureau of Administration, has been selected to work on the international sports program ... DIANE MANAGO, from the World Assembly on Aging conference, has been assigned to Lusaka ... ESTHER KORENTHAL, from the Office of UN Political Affairs, has been assigned to Dublin ... SHELL SHUBROOKS, from the Office of UN System Administration, has resigned ... MELINDA BOWLER, from the Bureau of Oceans and International Environmental and Scientific Affairs, has transferred to the Office of Administrative Services.

A major environmental meeting was held under the auspices of the UN Environment Program, in Nairobi, May 10–18. Representatives of nearly 100 nations and numerous regional organizations attended and commemorated the 10th anniversary of the Stockholm Conference on the Human Environment. Many nations looked to the conference to "revitalize the spirit of Stockholm," and to restrengthen world commitment to environmental concern. Others, especially developing countries, saw the conference as a means to draw attention to their environmental concerns, or to use the forum for political purposes. The United States sent a delegation headed by Under Secretary JAMES BUCKLEY, Environmental Protection Agency administrator ANNE GORSUCH and chairman of the Council on Environmental Quality ALAN HILL.

Ambassador JOHN W. McDONALD JR. and JUDITH HOWE were delegates to the Economic Commission for Europe's preparatory conference on the World Assembly on Aging, in Vienna, April 26–30, and to the third and final preparatory committee meeting, also in Vienna, May 3–7. Mr. McDonald spoke at American University on problems of the disabled, March 18, and addressed congressional staffers on the UN Water Decade, March 23. He spoke at the Senior Seminar on Multilateral Diplomacy, April 14; at the University of Virginia medical school, on the World Assembly on Aging, March 31; the annual meeting in Washington of the National Council on Aging, April 2; at a conference of Unitarian ministers in New York, April 16; and to the American Friends Service Committee, in Washington, April 22. ☐

Near Eastern and South Asian Affairs

Assistant Secretary NICHOLAS VELIOTES addressed a junior officer training class, April 30, on an overview of the Middle East ... Deputy assistant secretary PETER CONSTABLE addressed a California agricultural leadership group, April 26, in the Department, on U.S. Middle East policy ... Deputy assistant secretary MORRIS DRAPER participated in a panel for the 10th annual convention of the National Association of Arab Americans, in Cambridge, Mass., May 1 ... Deputy assistant secretary JOSEPH TWINAM participated in a panel discussion at the Middle East Institute, May 7, on U.S. Middle East policy. On May 5, Mr. Twinam addressed the Executive-Diplomat Seminar on the Middle East and the peace process ... CHARLES HILL, director, Office of Israeli and Arab-Israeli Affairs, addressed the Temple Israel congregation in Boston, May 22, on American–Israeli relations and peace in the Middle East. On May 13 Mr. Hill addressed an informal luncheon discussion of the Overseas Writers Club, at the Foreign Service Club. QUINCEY LUMSDEN, deputy director, Office of Arabian Peninsula Affairs, participated in a NATO Defense College panel on "The North Atlantic Treaty Organization as Related to Potential World Crisis Areas," April 27 ... THOMAS HOMAN, Office of the Public Affairs Adviser, traveled to Hudson, N.Y., April 20, to address students at Columbia-Greene College, and a community meeting on U.S. policy in the Middle East ... ARTHUR BERGER, of the same office, addressed graduate students from Union Theological Seminary, in the Department, May 13, on U.S. Middle East policy. Mr. Berger addressed Jewish war veterans at the Hyatt Regency in Washington, April 28 ... THOMAS MILLER, Office of Israeli and Arab-Israeli Affairs, traveled to Chicago, May 22–23, to address two Jewish political action groups on strategic cooperation with Israel ... ANDREW SENS, Office of Iranian Affairs, addressed a symposium at the Middle East Institute, May 7, on "Iran and Resurgent Islam—Security Implications for Business Investment."

STEPHEN EISENBRAUN, political officer for India, addressed seminarians from Eastern Baptist Theological Seminary, Philadelphia, April 29, on relations with India, Pakistan and Bangladesh, and missionary activities in those countries ... STEVE NOLAN, administrative officer, Jerusalem, consulted in the bureau recently. JACK DANIELS, administrative officer, Kathmandu, consulted in the Bureau, April 21–23 ... Between February 1 and March 4, ANITA S. BOOTH, post management officer in the Office of the Executive Director, visited eight of the South Asian posts for which she has responsibilities. Ms. Booth consulted with administrative personnel and mission leadership in Islamabad, Peshawar, Lahore, Karachi, New Delhi, Kathmandu, Calcutta and Dacca ... ROBERT L. GALLUCCI has joined the bureau as deputy director in the Office of Regional Affairs ... The following awards were recently granted to bureau employees: Superior Honor Award with an accompanying meritorious step increase, W. ALAN ROY, formerly the Libyan desk officer, presently assigned to Embassy Dublin; Superior Honor Award with an accompanying $2,000 cash award: GEORGE G. B. GRIFFIN, formerly acting deputy chief of mission at Embassy Kabul, presently assigned to Embassy Lagos; Meritorious Honor Award with an accompanying meritorious step increase; EILEEN M. DONNELLY, bureau roving secretary, presently assigned to the Office of the Executive Director. Quality step increases were awarded to : CHERRY McDUFFIE, secretary, Office of Pakistan, Afghanistan and Bangladesh Affairs, and SHARON JOHNSON, formerly assigned to the same office and presently assigned in the Bureau of Latin American Affairs ...

NEW DELHI, India—Ambassador *Harry G. Barnes Jr.*, left, presents Foreign Service Institute certificates to national employees *Peter Tellis*, who completed a correspondence course on immigration laws and visa procedures, and *Batul Ahuja*, who took one on emergency services to citizens overseas. At right: consul general *Bobby L. Watson*.

Ambassadors recently consulting in the bureau included: JOHN REED, Morocco; ROBERT DILLON, Lebanon; CHARLETON COON, Nepal; WALTER CUTLER, Tunisia.☐

SINAI SUPPORT MISSION

On April 22, the Sinai Field Mission and the government of Egypt co-hosted a ceremony at the base camp to commemorate the completion of the mission's peacekeeping operations. As invited guests from the United States, Egypt and Israel joined mission personnel, the ceremony opened with a fly-past of the mission's three bright orange helicopters. Following welcoming remarks by mission director FRANK G. TRINKA, the reports of the final scheduled verification inspections were presented to Rear Admiral MOSHEN HAMDY and Brigadier General DOV SION, Egyptian and Israeli cochairmen, respectively, of the Joint Commission. Admiral Hamdy, in his address, paid tribute to the dedication, impartiality and professionalism of mission personnel. General Sion spoke of the "miracle of peace" which he said the mission had brought to Sinai, which historically has been the birthplace of many miracles and numerous wars.

The support given to the mission by both governments, the U.S. embassies in both countries, E-Systems, Inc., and International Helicopter Transport, Inc., was commended by the support mission director, Ambassador FRANK E. MAESTRONE, who praised the field mission director and Government and nongovernment staff, past and present, for their contribution to the cause of peace. During the ceremony, Mr. Maestrone signed an agreement with Admiral Hamdy providing for transfer of the buildings and other fixed assets at the base camp to the government of Egypt.

Among guests at the closing ceremony were representatives from the ministries of defense and foreign affairs of Egypt and Israel, representatives from the Department of State and the U.S. embassies in Tel Aviv and Cairo, the previous director of the support mission, C. WILLIAM KONTOS, now U.S. ambassador to Sudan, and two previous directors of the field mission.

On April 26, three of the field mission's eight U.S. Government liaison officers moved to the Multinational Force and Observers headquarters at el-Gorah to serve as observers—PETER E. GALUPPO, LEROY C. SIMPKINS and BRUCE RUSH, AID. At the same time, field deputy director ROBERT FOUCHE and chief of operations C. ROBERT HARE took up their new duties as director and deputy director/chief of operations, respectively, of the observers unit.

The base camp was closed in late May following the transfer of its movable property to the U.S. embassies in Egypt and Israel and to the Multinational Force and Observers. The buildings and other fixed assets at the camp were turned over to the government of Egypt.

At that time, STEPHANIE EWASKO, administrative assistant, and RUTH S. FOX, secretary, also joined the observers staff at el-Gorah; Mr. Trinka and administrative officer ALFRED J. McGINNESS were assigned to the Department, as were liaison officers EDWIN L. BRAWN and GWENDOLYN CORONWAY; communications program officer ROGER N. COHEN and support communications officer JAMES C. NORTON took onward assignments as African "rover" based in Washington and support communications officer at the American embassy in Zimbabwe, respectively; liaison officers CLIFFORD W. MECKLENBURG, WALTER N. DAVENPORT and DONALD J. McNALLY were to join the new organization as observers following leave in the United States.

As required by Executive Order 12357 the support mission will terminate all of its functions by September 30, and, in anticipation of that date, the staff is being reduced. LESLIE E. JACOBS, deputy associate director for engineering, left the support mission staff in February to join the Department's Office of Communications; GEORGE L. KINTER, associate director for policy and coordination, left in May on detail to the National Oceanic and Atmospheric Administration. ☐

Egyptian Admiral *Moshen Hamdy*, left, and Israeli General *Dov Sion*, right, clasp hands with U.S. Ambassador *Frank Maestrone*, second from left, and Sinai Field Mission director *Frank Trinka* in a gesture of peace and friendship.

Oceans and International Environmental and Scientific Affairs

During March and April, the third UN Conference on Law of the Sea was in session in New York, with the U.S. delegation chaired by Ambassador JAMES L. MALONE. This session concluded on April 30 with a vote on the text of the draft treaty. The United States voted against it, as did three other countries. In addition, 17 countries, including the Eastern bloc, abstained. Mr. Malone held a press conference on May 1 to explain the U.S. position.

On March 18, principal deputy assistant secretary HARRY R. MARSHALL JR. testified at a hearing of the House Appropriations Committee on the Department budget for science and technology cooperation with Poland and Yugoslavia, and on U.S. contributions to the international fisheries commissions. The amounts sought were $3.7 million and $8.5 million, respectively . . . During April 26–28, Mr. Marshall served as cochairman of the U.S. delegation to the steering committee of the nuclear energy agency of the Organization for Economic Cooperation and Development. THOMAS WAJDA, a deputy office director in the bureau, who is also the designated science counselor to the U.S. mission to the Organization for Economic Cooperation and Development, accompanied Mr. Marshall. The United States is devoting increased attention to the steering committee, to endeavor to make it more responsive to the nuclear energy needs of the Organization for Economic Cooperation and Development. The former executive legal adviser to the Nuclear Regulatory Commission, HOWARD SHAPAR, has been installed as director general of the nuclear agency. The United States hopes to attract additional participation from the other Organization for Economic Cooperation and Development members, to provide increased support for the nuclear agency . . . In addition to attending the steering committee meeting, Mr. Marshall engaged in bilateral discussions in Paris with the French governor at the International Atomic Energy Agency and other French officials. Mr. Marshall was accompanied by ABE FRIEDMAN, science counselor at the embassy. The discussions concerned the French nuclear programs and nonproliferation issues of concern to both governments . . . Following the steering committee meeting, Mr. Marshall traveled to London to deliver a speech at the American embassy. His talk was cosponsored by the Uranium Institute and the Science Policy Foundation. It addressed the challenges posed by utilization of nuclear technology in the fuel cycle, and how the Reagan administration is addressing these issues. In addition, Mr. Marshall met with Sir JOHN HILL, chairman of the board of directors of British Nuclear Fuels Limited; IVOR MANLEY, the United Kingdom governor at the International Atomic Energy Agency and deputy secretary of the United Kingdom Department of Energy; KEITH HASKELL, foreign and commonwealth office director for international nuclear affairs; and other United Kingdom officials, to discuss nuclear energy issues. He was accompanied by JUSTIN BLOOM, science counselor.

Ambassador RICHARD ELLIOT BENEDICK, coordinator of population affairs, spoke on world population and U.S. foreign policy at the foreign affairs seminar for presidential management interns, at the Foreign Service Institute, April 19. From April 26–30, Mr. Benedick participated, at the invitation of the Moroccan government, in the annual meeting of the Royal Academy in Rabat, which was convened by KING HASSAN to consider the interrelationships among population, food and nutrition, and water resources. He presented a paper to the academy entitled "Population Growth and the Policy of Nations."

CHARLES HORNER, deputy assistant secretary for science and technology, headed the U.S. delegation to the meeting of the environment committee of the Organization of Economic Cooperation and Development, in Paris, April 21–22. JACK BLANCHARD, Office of Environment and Health, accompanied Mr. Horner as a member of the delegation. Mr. Blanchard also attended the Organization of Economic Cooperation and Development steering body meeting, April 26, in Paris, to prepare for the high-level meeting on chemicals, which will be held October 26–27 in Paris. On April 28 he was part of the U.S. delegation negotiating with the Canadians on transboundary air pollution, in Washington. JAMES H. WILLIAMSON, Office of Environment and Health, was reassigned to the Bureau of Economic and Business Affairs. SUE PATTERSON, same office, is attending the Foreign Service Institute language school, in preparation for her reassignment to Milan.

BILL L. LONG, director of the Office of Food and Natural Resources, spoke on "World Resources Availability," at public meetings sponsored by the Freeport (Ill.) chapter of the League of Women Voters, and by a local Great Decisions Group, April 27. ED BITTNER, deputy director of the office, participated in a technical experts meeting between the Environmental Protection Agency and the Mexican environmental agency, in Tijuana, Mexico, April 13–14. He also participated in discussions with the Mexican government on the establishment of a contingency plan for spills of hydrocarbons and hazardous substances along the inland boundary. The talks took place in Mexico City, April 26–27. On May 6, Mr. Bittner spoke at National Defense University on "Critical Transnational Issues," with particular reference to the "Global 2000" project projections on the environment and resources. ANITA WOODRUFF joined the staff of the office. She replaces EVELYN SHALI, who has been transferred to Embassy Monrovia.

Deputy assistant secretary THEODORE G. KRONMILLER gave the keynote speech at the annual convention of the National Fisheries Institute, in New York, April 22. RAY ARNAUDO, Office of Fishery Affairs, attended the 25th annual meeting of the North Pacific Fur Seal Commission, in Ottawa, April 13–16. Management of the herd, population trends and the problems of entanglement in discarded nets were discussed by the member states—Canada, Japan, the Soviet Union and the United States.

Deputy assistant secretary JAMES B. DEVINE attended a nuclear power seminar at Lake Bled, Yugoslavia, April 19–20, where he gave a speech on the Reagan administration's nonproliferation and nuclear export policies. Other speakers included KENNETH DAVIS, deputy secretary of energy, and the Department of Energy's assistant secretary for nuclear energy, SHELBY BREWER. Mr. Devine also was a member of the U.S. delegation to the Committee on Assurances of Supply, which met in Vienna the week of April 19. ☐

Politico-Military Affairs

Bureau director RICHARD R. BURT appeared as the representative of the administration on the nationally-broadcast ABC News "Nightline" show, which discussed nuclear weapons issues and the activities of Ground Zero Week. Appearing on the April 22 show with Mr. Burt were former Secretary of State HENRY KISSINGER; Soviet political analyst GENNADI GERASIMOV; HERMAN KAHN, director of the Hudson Institute; FRANZ JOSEF STRAUSS, head of the Bavarian wing of the Christian Democratic party in Germany; Monsignor BRUCE KENT, secretary general of Britain's Committee on Nuclear Disarmament, former presidential adviser McGEORGE BUNDY; and the executive director of Ground Zero, ROGER MOLANDER. Mr. Burt presented a speech on the administration's arms control policy, to the Advertising Council of America, April 23. On April 30 he addressed a White House conference of Midwestern editors and broadcasters, on the same topic. Mr. Burt accompanied the Secretary for his May 4 testimony before the Weicker subcommittee of the Senate Appropriations Committee, on the fiscal year 1983 appropriations for the Department budget. On May 6 he testified before the Senate Appropriations Committee on the binary chemical weapons modernization program.

At an awards ceremony in late March, Mr. Burt presented Superior Honor Awards to ARNOLD KANTER, director of the Office of Policy Analysis; JAMES DOBBINS, director of the Office of Theater Military Policy; and JOSEPH H. MELROSE JR., bureau executive director. The Navy Meritorious Service Medal was presented to Commander THOMAS H. MILLER for his service as commanding officer of the frigate USS Elmer Montgomery prior to his assignment to the Office of Policy Analysis in January. The Army Meritorious Service Medal was awarded to Major JON T. SMRTIC for his service as assistant professor of political science and economics at the U.S. Military Academy, West Point, prior to his assignment as special assistant to the director of the bureau last summer. Quality step increases were awarded to GREGORY PROCTOR of the front office and MARIEANN FREY of the Office of Policy Analysis. Length-of-service medals for 30 years were presented to deputy director LESLIE H. BROWN and to GEORGE BARBIS, who serves in the State-Defense Exchange Officer Program as the political adviser to General EDWARD C. MEYER, chief of staff of the Army. CLYDE BRYANT, chief of the Support Services Division of the Office of Munitions Control, received a 25-year service medal. Twenty-year medals were presented to IRWIN PERNICK, formerly deputy director of the Office of Security Assistance Special Projects and currently director of the Office of Plans in the Bureau of Public Affairs, and to JAMES TAYLOR, DAVID COX and MARK FASTON of the Office of Security Assistance and Sales. Ten-year medals were awarded to APRIL ABDULMALIK of the Office of Policy Analysis, BONNIE MOSS and BARBARA McCOY of the Office of Munitions Control and LOUIS SELL, former member of the Office of Strategic Nuclear Policy, who is currently assigned to the Arms Control and Dis-

POLITICO–MILITARY AFFAIRS—At awards ceremony, left to right: ***James Dobbins, Richard Burt, Joseph H. Melrose Jr., Mark Easton, Clyde Bryant, Arnold Kanter, David Cox, April Abdulmalik, George Barbis, MarieAnn Frey, Leslie H. Brown, Gregory Proctor,*** **Major *Jon T. Smrtic.***

armament Agency.

Principal deputy director ROBERT BLACKWILL was the senior State representative at the Moroccan and Jordanian Joint Military Commission meetings, at the end of April. Deputy director Brown traveled to Carleton College, Minn., April 23, to participate as a panelist in a two-day seminar entitled "The Prospects for Nuclear War." On May 12 Mr. Brown traveled to the Naval War College in Newport, R.I., to attend a seminar on "Security Policy in an Insecure Age." Deputy director ROBERT W. DEAN presented the keynote address, entitled "Deterrence, Arms Control and Public Opinion," to the seventh international arms control symposium, in Philadelphia May 7. Mr. Dean was the senior State representative on the U.S. delegation to the high-level group which met in Naples, May 10. On May 10 the U.S. Senate confirmed the nomination of Ambassador JAMES GOODBY as vice chairman of the U.S. delegation to the Strategic Arms Reduction Talks (START) and senior State Department representative. Mr. Goodby spoke at a symposium sponsored by the Lawyers' Alliance for Nuclear Control, in Dallas, April 20. The topic of the symposium was "Building our Nuclear Arsenal: Deterrence or Disaster?" On the same day, he was interviewed by the editorial board of the Dallas Times-Herald, and appeared on KERA–TV in Dallas on the administration's arms control policy. On May 6 Mr. Goodby addressed a group of Air Force officers from the Air War College, on the upcoming START negotiations.

JEREMY AZRAEL, senior adviser on Soviet affairs, delivered the Helmsley Lecture at Brandeis University, entitled "Soviet Foreign Policy: Domestic Sources and Constraints," April 22. He presented an address entitled "The Soviet Threat and U.S. National Security Policy," at the Yale University symposium in commemoration of Dean Acheson, April 26. During May 5–7, Mr. Azrael participated in the Berlin conference of U.S. ambassadors to Warsaw Pact countries. The special assistant to the director, JON T. SMRTIC, presented a speech on the formulation of U.S. national security policy, to a group of foreign military officers from 19 countries, April 22, in Washington. Major Smrtic addressed a group of 105 Allied military officers attending the U.S. Army Command and General Staff College, at Fort Leavenworth, on "International Security Principles of U.S. Foreign Policy and Defense Policy," May 11. On May 13 he spoke to a group of Air Force officers from the Air Staff Training Program on the role of the bureau in State-Defense policy coordination. On April 20 special assistant JED SNYDER addressed a group of Allied naval officers attending the U.S. Naval War College, on "Politico-Military Priorities for the Reagan Administration." He also addressed Allied officers attending the Air War College on the same topic, May 4. On May 7 JED SNYDER addressed a group of presidential management interns on "The Relationship between Foreign and Defense Policy."

RICHARD HAASS, director, regional security affairs, addressed the Executive Seminar in National and International Affairs of the Foreign Service Institute, April 21, on the public debate over the foreign and defense policies of the administration. Colonel DONALD POORMAN, of the Office of Regional Security Affairs, traveled to Norfolk, Va., April 20, to participate in the critique of "Expanded Sea 82," a worldwide naval control of shipping exercise sponsored by the commander-in-chief, Atlantic.

PETER B. SWIERS, deputy director of the Office of Theater Military Policy, attended a Stanley Foundation conference in New York, on the second UN Special Session on Disarmament, May 7–9. On April 17 he participated in a Newport Institute seminar on "The Nuclear Debate and NATO," in Newport, R.I. Mr. Swiers was the State representative at the NATO conference of national armaments directors, in Brussels, April 20–21. DAVID N. SCHWARTZ of the Office of Theater Military Policy presented a lecture on U.S. policy on intermediate-range nuclear forces, to the political science department at Yale, April 13. Mr. Schwartz gave a speech on the same topic to a group at Columbia University, April 29. Colonel WILLIAM K. HARRIS, ALEXANDER T. LIEBOWITZ and GREGORY W. SANDFORD, all of the Office of Theater Military Policy, participated in the annual NATO symposium sponsored by National Defense University, at Fort McNair, April 28–30 ... ROBERT MANTEL, director of the Office of Security Assistance Special Projects, accompanied Senator ROBERT KASTEN (R.–Wisc.), chairman of the Foreign Operations Appropriations Subcommittee, on a trip to Israel, Jordan, Egypt and Greece, April 2–16 ... STEVEN AOKI, who recently joined the Office of Nuclear Policy and Operations from his previous position with Lawrence Livermore National Laboratory, discussed nuclear proliferation in the Middle East and South Asia, at a conference on "Strategies for Managing Nuclear Proliferation," April 23–25, in New Orleans ... JOSEPH P. SMALDONE, chief of the Arms Licensing Division in the Office of Munitions Control, spoke on commercial arms sales policy, at an export control seminar organized by the E–Systems Corp., in Washington, April 26 ... BRUCE MacDONALD of the Office of Strategic Nuclear Policy, addressed the symposium on disarmament at Riverdale School, New York City, April 29, where he presented the administration's views on arms control policy to the student body. The students were also addressed by representatives of the Council on Foreign Relations, the Physicians for Social Responsibility and the Riverside Nuclear Disarmament Committee. On May 10, Mr. MacDonald traveled to Charlotte, N.C., where he appeared in a panel discussion on nuclear policy and arms competition broadcast live on WTVI–TV ... JOSEPH A. LIMPRECHT of the Office of Policy Analysis attended briefings on the Rapid Deployment Force, in Tampa, in late March. In early April, Mr. Limprecht served as the political adviser to the commander of the Rapid Deployment Joint Task Force, LIEUTENANT GENERAL KINGSTON, for the military exercise "Gallant Eagle '82," in California. On May 3 Mr. Limprecht presented a lecture to students at the Harvard Business School on industrial management practices in Germany. ☐

Public Affairs

OFFICE OF THE HISTORIAN

WILLIAM Z. SLANY, who had been acting historian of the Department, was appointed historian, April 20. He succeeded DAVID F. TRASK, who became chief historian at the Army's Center of Military History last July ... A ceremonial copy of the pamphlet "The Most Friendly and Beneficial Connexion" was presented, April 19, to QUEEN BEATRIX of the Netherlands during her State visit, which coincided with the 200th anniversary of U.S.-Dutch diplomatic relations ... NEAL PETERSEN, LOUIS SMITH and DAVID PATTERSON attended a symposium on "The Theory and Practice of American National Security, 1945–60," sponsored by the U.S. Military Academy, West Point, April 21–23 ... Mr. Slany took part in a meeting of the National Historical Public Records Commission, at the National Archives, April 30 ... MARY GRANT and NINA NEVE were detailed to the law of the sea conference in New York, during April. On May 17 Ms. Grant transferred to the Policy Planning Staff. ☐

Refugee Programs

JEROME HOGANSON, director of Office of Assistance and Protection, attended consular conferences in Rome and Lisbon, April 7–14 ... JAMES KELLEY was joined by ROBERT PAIVA, THOMAS CORNELL and LILY WILLENS on a three-week assignment to Sudan, to review policy and strategy for U.S. Government involvement in refugee affairs in Sudan ... ROBERT FUNSETH has joined the bureau as the new deputy assistant secretary for refugee admissions. From April 6–May 3, he was detailed to the Office of the Secretary, to assist in the U.S. effort to achieve a peaceful settlement of the dispute in the South Atlantic between Argentina and the United Kingdom. He was a member of the U.S. team that accompanied the Secretary on his visits to London and Buenos Aires, and provided support for his meetings in Washington with the Argentine foreign minister and the British foreign secretary. ■

22 Foreign Service teens win $500 merit awards

Twenty-two graduating high school students have been selected as winners of $500 merit awards sponsored by the American Foreign Service Association in cooperation with the Association of American Foreign Service Women. The students, who are dependents of Foreign Service personnel, were picked for "academic and community achievements." The 22 are:

Anne E. Birn, Karen A. Bofinger, Christopher P. Bolster, Louise M. Brown, Susan L. Duncan, Sonia E. Flaten, Robin L. Fritts, David R. Heatley, Paul R. Hughes Jr., Gretchen A. Lamb, Richard J. Lyne, Sheila R. Moore, Steven Q. Morefield, Michelle J. Nadeau, Brian K. Nelson, Catherine A. Piez, Frederic H. Rogers, Christopher D. Rowell, Andrew G. Russell, Jerome D. Sayre, Jennifer L. Smith, Jonathan E. Tarrant.

Receiving honorable mention were:

Joseph P. Brogley, Joyce E. Burson, James W. Busch, Christie Eustis, Martin G. Gross, John W. Kimball III, Lewis A. Lukens, Michael A. Powers, Sherry L. Savage, Elizabeth A. Sterner. ☐

Overseas schools meeting

The executive committee of the Overseas Schools Advisory Council will meet June 8 at 9:30 a.m. in Conference Room 2722B of the Department. Members of the public wishing to attend should call Judy Knott (703) 235–9600. The public may participate in discussions at the chairman's discretion. ☐

Retirees in Washington State

Eleanor Paulson, a retired Foreign Service officer, is organizing a retirees' luncheon group in the state of Washington. Those interested may write to her at 17014 N.E. 2nd Place, Bellevue, Wash. 98008, enclosing a self-addressed stamped envelope. ☐

Obituaries

Orlan C. (Clem) Ralston, 63, former deputy assistant secretary for foreign buildings operations, died on February 10. Mr. Ralston joined the Department in 1965 as deputy director of the office. He later became a foreign buildings officer and, in 1973, was named acting director. He was appointed deputy assistant secretary in January 1974, retiring five years later.

Mr. Ralston was a Foreign Service Reserve officer of Class 1, with unlimited tenure. He won the Department's Superior Honor Award in 1972. He leaves his wife, Flora, of the home address, Box 443, Flushing, O. 43977. ☐

Jack S. Clawson, 52, a Foreign Service budget and disbursement officer who retired in 1980, died on March 11. Beginning his career in 1957, he served as a clerk in Amman; assistant disbursement officer in Asuncion; accounting clerk in Guatemala; budget/disbursement specialist in Burcharest; general services officer in Cotonou; budget/disbursement officer in Stockholm and Cairo; budget officer in Saigon; and budget and management officer in Yaounde.

Department assignments were in the Bureau of African Affairs, the Bureau of Economic and Business Affairs and the Office of Communications, as budget officer.

Survivors include a brother. ☐

Herbert T. Krueger, 75, a Foreign Service officer who retired in 1960, died of cancer in Washington on March 27. Born in California, he earned a bachelor's and master's at the University of Southern California. He was a math and history teacher, 1934–42, then served overseas during the war as a Navy lieutenant commander. Joining the Foreign Service in 1947, he was a consular attache in Singapore, Batavia, Nanking and Manila, and a consular officer in Istanbul, Tunis and Lagos. His last assignment was to the Bureau of Intelligence and Research as an intelligence and research specialist. Mr. Krueger leaves his wife, of 4501 Connecticut Ave. N.W., Washington, D.C. 20008. ☐

Mr. Krueger

Charles F. Knox, 75, a retired Foreign Service officer, died on April 27. Mr. Knox held several positions with the Bureau of Foreign and Domestic Commerce, Commerce Department, before becoming a Foreign Service officer in 1939. During World War II he was a member of the Foreign Requirements Commission of the Board of Economic Warfare; assistant chief, American Hemisphere Exports Office; and an adviser on the American republics. He later was a commercial attaché at Caracas, counselor of mission at Tel Aviv, and consul general at Curacao. He retired from the Service in February 1952.

Mr. Knox is survived by a sister and a nephew. Contributions may be sent to St. Boniface Mission, Midnight Pass Road, Sarasota, Fla. 33581.☐

Richard Ford, 85, who served as counselor in Tel Aviv and Bogota before retiring in 1951, died on February 25. Joining the Foreign Service in 1923, he was a consular officer in Colombo, Penang, Tegucigalpa, Seville, Montreal and Tabriz. In Buenos Aires and Tehran, he served as first secretary and consular officer. From 1945–49, he was assigned to Barcelona as consul general.

Mr. Ford was born in Texas. He attended the University of Missouri and the Naval Aviation Ground School at the Massachusetts Institute of Technology. He served as a second lieutenant with the Marine Corps, 1918–20. Survivors include his wife. ☐

Philip S. O'Shaughnessy, 73, a retired Foreign Service Reserve officer, died on March 22. Mr. O'Shaughnessy was an engineer with the Panama Canal, 1934-48, and a consulting engineer with a construction company in Latin America, 1948-68, before he joined AID as a general engineering officer in December 1968. He held assignments in Bogota, Colombia, and Asuncion, Paraguay. He retired in March 1976. He leaves his wife, Barbara, ℅ Ulzurrun, 7312 Pine Tree Lane, Lake Clarke Shores, Fla. 33406. ☐

Clarence C. Brooks, 87, who was consul general in Sao Paulo before retiring in 1954, died on February 2. Beginning his career in 1921, he served as assistant trade commissioner in Buenos Aires and Santiago; commercial attache in Montevideo, Bogota and Santiago; and counselor for economic affairs in Rio de Janeiro and Paris. His Department assignments included chief of the Latin American section, Bureau of Foreign and Domestic Commerce, 1931–33.

Mr. Brooks was born in New Jersey. He attended the University of Florida and Georgetown University. During the first world war he served in the Army. Survivors include his wife.☐

Shirley Linda Poussevin, 22, daughter of Jacqueline Poussevin of State's Language Services Division, died of accidental drowning at her home in Silver Spring, Md., on April 11.

Miss Poussevin was a graduate of Walter Johnson High School in Bethesda and the Washington School for Secretaries. She attended the University of Maryland and was employed as a secretary. Survivors include her mother and father, Jacques Poussevin; a sister, Particia; and her grandmother, Leonie Poussevin, all of Kensington, Md. A memorial fund has been estab-

Miss Poussevin

lished in Miss Poussevin's name at Children's Hospital National Medical Center, 111 Michigan Ave. N.W., Washington, D.C. 20010. ☐

Jeanne-Marie "Jeannette" Kryza, wife of a retired ambassador, E. Gregory Kryza, died of cancer on April 11 at Georgetown University Hospital. She accompanied her husband on assignments to Tangier, Santo Domingo, Curacao, Brussels, Belgrade, Nairobi, Kinshasa, Rio de Janeiro and Nouakchott.

Born in France, Mrs. Kryza was a graduate of the University of Paris. She was a teacher in France, and also in Arlington, Va. Besides her husband, of 2028 Wellfleet Court, Falls Church, Va. 22043, she leaves two sons, a brother and a sister. ☐

Philip Booher, 30, son of retired Foreign Service staff officer Ralph Booher, died suddenly on April 16. He had accompanied his parents on assignments in Yugoslavia, Norway, Liberia, Pakistan, Guinea and Cameroon. Besides his father, who lives in the Philippines, he leaves his mother, a brother and a sister, of 110 E. Luray St., Alexandria, Va. ☐

Alys E. Harrington, wife of retired Ambassador Julian F. Harrington, died on January 11. The former Alys Kenny of Dublin, she married her husband in July 1928. Mr. Harrington is a former minister in Ottawa, Manila and Hong Kong, and a former envoy to Panama. ■

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

Secretary Haig

"American Power and American Purpose," U.S. Chamber of Commerce, Washington, April 27 (Current Policy No. 388).

"Peace and Deterrence," Georgetown University's Center for Strategic and International Studies, Washington, April 6 (Current Policy No. 380).

Africa

"Role of the U.S. Private Sector in Zimbabwe," Chester A. Crocker, assistant secretary for African affairs, conference on Zimbabwe sponsored by the American Bar Association and the African-American Institute in New York, March 26 (Current Policy No. 384).

Arms control

"Nuclear Common Sense," Richard T. Kennedy, under secretary for management, Atomic Industrial Forum, New York, March 22 (Current Policy No. 382).

"The Nuclear Freeze," U.S. Department of State, April 1982 (Pamphlet).

Europe

"U.S. Relations with West Germany," Arthur F. Burns, ambassador to the Federal Republic of Germany, Subcommittee on Europe and the Middle East, House Foreign Affairs Committee, April 5 (Current Policy No. 385).

"Indicators of East-West Economic Strength, 1980," Lucie Kornei, Office of Analysis for Western Europe, Bureau of Intelligence and Research, October 26 (Special Report No. 95).

"'The most friendly and beneficial connexion,' The Netherlands recognizes the United States April 19, 1982," paper prepared for publication in connection with the bicentennial celebration of the establishment of relations (Reprinted in Department of State Bulletin, June 1982).

Human rights

"1981 Human Rights Report," excerpted from "Country Reports on Human Rights Practices for 1981," Department of State report to Congress, February (Bulletin reprint).

Inter-American affairs

"Commitment to Democracy in Central America," Thomas O. Enders, assistant secretary for inter-American affairs, Subcommittee on Inter-American Affairs of House Foreign Affairs Committee, April 21 (Current Policy No. 386).

"Background on Caribbean Basin Initiative," State Department Report, March (Special Report No. 97).

Near East and South Asia

"Chemical Warfare in Southeast Asia and Afghanistan, Report to Congress from Secretary Haig, March 22, 1982," (Special Report No. 98).

GIST

Central America: U.S. Policy (4/82).
POW/MIAs in Southeast Asia (4/82).
The United States and Nicaragua (4/82).
World Food Security (3/82).

Background Notes

Australia (4/82).
Barbados (3/82).
Cyprus (2/82).
Ecuador (2/82).
Greece (2/82).
Ireland (3/82).
Italy (3/82).
Jamaica (3/82).
Netherlands (4/82).
New Zealand (4/82).
Panama (2/82).
Singapore (4/82).
Trinidad and Tobago (1/82).
Tunisia (4/82).
Uganda (2/82). ☐

Money quiz

Q—Are there any tax benefits from owning U.S. savings bonds?

A—Yes. Reporting of interest for federal income tax purposes may be deferred until EE bonds are cashed, disposed of or reach final maturity, whichever occurs first. Also, your bonds are exempt from state and local income taxes and personal property taxes.

Q—Do U.S. savings bonds become part of an estate?

A—If, upon the death of the owner, there's a surviving owner or beneficiary named on the bonds, the bonds do not form a part of an estate for probate purposes. However, their value must usually be included in computing the gross estate for estate tax and inheritance tax purposes.

Q—What's one way to avoid paying federal tax on the interest your U.S. savings bonds earn?

A—Cash bonds in after you've retired—in the period during which your contributions to the retirement fund are being returned to you in the form of monthly payments. It is likely that all of your accrued interest will be offset by tax exemptions and deductions.

Library Booklist

The military in politics

General

Cohen, Eliot A. *Commandos and politicians: elite military units in modern democracies.* Cambridge, Mass., Harvard Univ., 1978. 136p. U21.5.C63

Herspring, Dale R. *Civil-military relations in communist systems.* Boulder, Colo., Westview, 1978. 273p. JF195.C5C55

Janowitz, Morris, ed. *Civil-military relations: regional perspectives.* Beverly Hills, Ca., Sage, 1981. 288p.

Perlmutter, Amos. *The political influence of the military: a comparative reader.* New Haven, Conn., Yale Univ., 1980. 508p. U21.5.P63

Wolpin, Miles D. *Militarism and social revolution in the Third World.* Totowa, N.J., Allanheld, 1981. 260p. On order.

Luttwak, Edward. *Coup d'etat: a practical handbook.* Cambridge, Mass., Harvard Univ. Press, 1979. 215p. JC494.L8 1979 Ref.

Africa

Babatope, Ebenezer. *Coups: Africa and the barrack revolts.* Enugu, Nigeria, Fourth Dimension Pub. Co., 1981. 180p.

Ibingira, Grace Stuart. *African upheavals since independence.* Boulder, Colo., Westview, 1980. 349p. DT30.I24

Kanza, Thomas R. *The rise and fall of Patrice Lumumba: conflict in the Congo.* London, R. Collings, 1978. 386p. DT658.K257

Olorunsola, Victor A. *Soldiers and power: the development performance of the Nigerian military regime.* Stanford, Ca., Hoover Inst., 1977. 168p. DT515.8.O45

Ottaway, Marina. *Ethiopia: empire in revolution.* New York, Africana Pub. Co., 1978. 250p. DT387.95.O87

Asia and the Middle East

Crouch, Harold. *The army and politics in Indonesia.* Ithaca, N.Y., Cornell Univ., 1978. 377p. DS644.C76

Ellinwood, DeWitt C. *Ethnicity and the military in Asia.* New Brunswick, N.J., Transaction Books, 1981. 295p. UB419.A78E84

Elliott, David. *Thailand: origins of military rule.* London, Zed Press, 1978. 190p. DS578.E44

Fischer, Michael M.J. *Iran: from religious dispute to revolution.* Cambridge, Mass., Harvard Univ., 1980. 314p. BP192.7.I68F57

Horowitz, Donald L. *Coup theories and officers' motives: Sri Lanka in comparative perspective.* Princeton, N.J., Princeton Univ., 1980. 239p. DS489.8.H67

Mackenzie, Kenneth. *Turkey under the generals.* London: Inst. for the Study of Conflict, 1981. 31p. D839.3.C6 no. 126

Perlmutter, Amos. *Political roles and military rulers.* London, F. Cass, 1981. DS63.1.P36 (On the Middle East).

Perlmutter, Amos. *Politics and the military in Israel, 1967–1977.* Totowa, N.J., F. Cass, 1978. 222p. DS126.5.P45

Roosevelt, Kermit. *Countercoup: the struggle for the control of Iran.* New York, McGraw-Hill, 1979. 217 p. DS318.R66

Saikal, Amin. *The rise and fall of the Shah.* Princeton, N.J., Princeton Univ., 1980. 279p. DS318.S244

Silverstein, Josef. *Burma: military rule and the politics of stagnation.* Ithaca, N.Y., Cornell Univ., 1977. 224p. DS530.4.S55

Stempel, John D. *Inside the Iranian revolution.* Bloomington, Indiana Univ., 1981. 336p. DS318.S78

Europe

Alexiev, Alexander. *Party-military relations in Romania.* Santa Monica, Ca., Rand Corp., 1977. 42p. Q180.A1R32 no. 6059

Boyd, Carolyn P. *Praetorian politics in liberal Spain.* Chapel Hill, Univ. of North Carolina, 1979. 376p. DP243.B6

Colton, Timothy J. *Commissars, commanders, and civilian authority: the structure of Soviet military politics.* Cambridge, Mass., Harvard Univ., 1979. 365p. JN6520.C58C64

Deane, Michael J. *Political control of the Soviet armed forces.* London, Macdonald and Jane's, 1977. 297p. JN6520.C58D4

Graham, Lawrence S., ed. *Contemporary Portugal: the revolution and its antecedents.* Austin, Univ. of Texas, 1979. 357p. DP680.C594

Johnson, A. Ross. *The role of the military in communist Yugoslavia: a historical sketch.* Santa Monica, Ca., Rand Corp., 1978. 25p. Q180.A1R32 no. 6070.

Theodoracopulos, Taki. *The Greek upheaval: Kings, demagogues and bayonets.* London, Stacey International, 1976. 262p. DF852.T4

Warner, Edward L., III. *The military in contemporary Soviet politics: an institutional analysis.* New York, Praeger, 1977. 314p. UA770.W27

Latin America

Atkins, G. Pope. *Arms and politics in the Dominican Republic.* Boulder, Colo., Westview, 1981. 158p. F1938.55.A87

Aybar de Sota, Jose M. *Dependency and intervention: the case of Guatemala in 1954.* Boulder, Colo., Westview, 1979. 374p. F1466.5.A9

Cleaves, Peter S. *Agriculture, bureaucracy, and military government in Peru.* Ithaca, N.Y., Cornell Univ., 1980. 329p. HD556.C56

Dietz, Henry A. *Poverty and problem solving under military rule: the urban poor in Lima, Peru.* Austin, Univ. of Texas, 1980. 286p. HT178.P5L5

Dunkerley, James. *Bolivia: coup d'etat.* London, Latin America Bureau, 1980. 88p. On order.

Fagen, Richard R. *The Nicaraguan revolution: a personal report.* Washington, Inst. for Policy Studies, 1981. 36p. F1528.F34

Fitch, John S. *The military coup d'etat as a political process: Ecuador, 1948–1966.* Baltimore, Md., Johns Hopkins Univ., 1977. 243p. H31.J6 Ser. 95 no. 1

Gooch, Herbert E. *The military and politics in Latin America.* Los Angeles, California State Univ., 1979. 76p. Z6725.L37G66 Ref. (Latin America bibliography series).

Mitchell, Christopher. *The legacy of populism in Bolivia: from the MNR to military rule.* New York, Praeger, 1977. 167p. F3326.M535

Parker, Phyllis R. *Brazil and the quiet intervention, 1964.* Austin, Univ. of Texas, 1979. 161p. F2538.2.P37

Philip, George D.E. *The rise and fall of the Peruvian military radicals, 1968–1976.* Atlantic Highlands, N.J., Humanities Press, 1978. 178p. F3448.2.P57

Potash, Robert A. *The Army and politics in Argentina, 1945–1962: Peron to Frondizi.* Stanford, Ca., Stanford Univ., 1980. 418p. UA613.P67

Roett, Riordan. *Brazil: politics in a patrimonial society.* New York, Praeger, 1978. 189p. F2538.2.R63 1978

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Call numbers are given for books in the Department Library.

State

The Newsletter | United States Department of State | July 1982

The Great Seal
of the United States
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United States Department of State

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THE COVER—The U.S. Postal Service issued stamped envelopes, June 15, to mark the 200th anniversary of the Great Seal of the United States. The Secretary of State is the custodian of the seal, which is housed in State's Exhibition Hall. Story on Page 14.

United States Department of State

State

July 1982
No. 247

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STATE magazine (formerly the Department of State NEWSLETTER) is published by the U.S. Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 15th of each month.

Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right.

Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 632-2019, -1648 and -1742.

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Letters to the Editor

More days in the life of . . .

CHEVY CHASE, MD.

DEAR SIR:

In his review of the book by Ambassador Herz, "215 Days in the Life of an American Ambassador," in the May issue, Jack Perry mentions that work as one of the few in which former ambassadors recount in detail the daily life and work of persons holding that job. His comment brought to mind immediately a book published in 1951, of which several of the newer generations of the Foreign Service may not be aware, which describes in considerable detail an entire career in the Foreign Service which began in 1921 and which had culminated, at the time the book was written, in two ambassadorships. (Its author held three more of them after the book was written and then retired to an active life of teaching and writing which still continues.) The book is "Career Ambassador" by Willard Beaulac; it was written before that august title was added to the top of ranks to which Foreign Service officers might aspire. It is a thoughtfully written and detailed description of days and events in the working life of a member of the Foreign Service who served his country well during years which were, to say the least, quite different from those of our new computerized age. It should be required reading at the Foreign Service Institute.

Yours truly,
EDWARD A. JAMISON ☐

Dunbar replies

KABUL, AFHANISTAN

DEAR SIR:

In his letter on Page 61 of your May edition, Bryan Baas points out one of the many anomalies in current U.S.-Afghan relations. As Mr. Baas correctly implies, the title "acting chargé d'affaires" does not exist in normal diplomatic usage. I use it to

—(Continued on Page 71)

On Capitol Hill

State reports on implementation of new Foreign Service Act

Under Secretary Kennedy appears at House hearing

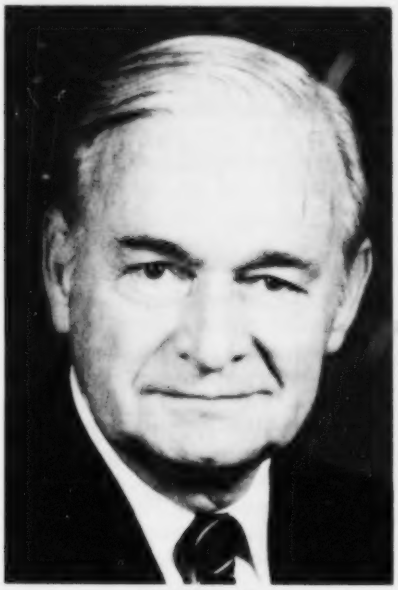
Richard T. Kennedy, under secretary for management, was the witness when the Subcommittee on International Operations, House Committee on Foreign Affairs, convened on June 3 to begin hearing progress reports on the 1980 act that conferred a new charter on the Foreign Service. Rep. Dante B. Fascell (D.-Fla.) presided. Following is Mr. Kennedy's statement.

MR. CHAIRMAN, I very much appreciate the opportunity to testify before you today, and I hope to provide you with an overview of the complex process we have been engaged in, in implementing the Foreign Service Act of 1980. The new Foreign Service Act provides an important foundation for strengthening the Foreign Service so that it is better able to carry out its crucial mission: to form the first line of defense of the national interest in our relations with the other nations of the world.

The genesis of the act was a convergence of like ideas whose time had come. The Congress, since 1975, had demonstrated an interest in preserving and strengthening the best elements of the Foreign Service Act of 1946, while simplifying and rationalizing the Foreign Service personnel system and making other necessary adjustments to meet the new, more complex challenges that modern diplomacy posed. The Department of State had developed an agenda of management-related issues which it wished to implement, but for which legislation was required. Additionally, the passage of the Civil Service Reform Act and the creation of a Senior Executive Service added the rationale for the creation of a Senior Foreign Service and the introduction of legislation to deal with related personnel issues which the Civil Service Reform Act raised.

The passage of the Foreign Serv-

(Photo by Ann Thomas, Visual Services)


Mr. Kennedy

Mr. Fascell

ice Act of 1980 was the culmination of a three-year effort by this committee, the House Post Office and Civil Service Committee, the Senate Foreign Relations Committee and the Department of State—an effort designed to simplify and consolidate in one place legislation concerning the administration of the Foreign Service of the United States. We see the act of 1980 as truly a landmark piece of legislation providing the charter for the decades ahead. The Department is deeply grateful for the special role this committee played in the passage of this fundamental legislation.

'The Foreign Service Act of 1980 gave us the structure for the kind of Foreign Service we need . . .'

The Foreign Service Act of 1980 gave us the structure for the kind of Foreign Service we need to meet our future needs.

—It created the Senior Foreign Service;

—It clearly separated the Foreign Service and Civil Service components of our Departmental populations;

—It simplified the Foreign Service system and removed unnecessary distinctions among members of the Service, to the extent possible, and

—It refined and improved the Foreign Service pay and allowances.

My role, on behalf of the President and the Secretary, is to implement this historic act to meet the challenges ahead. We are here today to report to you on our progress in this important endeavor. My statement will cover several topics:

—Comments on several areas discussed more fully in our implementation report to Congress, including the new allowances and benefits provided by the act, the process of issuing new regulations to implement the act, and conversions of individuals to new categories;

—Three issues of special interest: affirmative action, career development and the role of families in the Foreign Service; and

—Some areas where we have encountered problems in managing the Service under the new act, together with possible ways of dealing with these problems which we have under consideration.

I. Implementation report

The first year's effort in implementing the Foreign Service Act of 1980 has produced a series of regulations and personnel actions affecting, directly or indirectly, every member of the Foreign Service. The implementation phase of the Foreign Service Act has proven, in some instances, to be somewhat slower than we would like, owing primarily to the complexity and volume of negotiations needed among the five foreign affairs agencies and with the union bargaining units to place all the new regulations into effect.

The first annual report to the Congress on the implementation of the Foreign Service Act of 1980, as required by Section 2402 of the act, has been submitted. The report was submitted on behalf of the five departments and agencies which are the primary users of the Foreign Service personnel system. We believe the report describes the substantial progress which has been made in implementing the act. Let me now point out some specific aspects of the act and their current status:

Executive orders

The four executive orders needed to bring the act into full effect have been issued.

—E.O. 12249 established the new Foreign Service salary schedule.

—E.O. 12292 conformed some existing executive orders to the new act and repealed unnecessary ones.

—E.O. 12293 delegated authority from the President to the Secretary to set pay levels for chiefs of mission, to establish a Foreign Service awards system, and to prescribe regulations for the Foreign Service retirement and disability system. Among other things, the executive order also established the Board of Examiners of the Foreign Service and prescribed titles and salary levels for the Senior Foreign Service.

—E.O. 12363 provided for the establishment and operation of the Board of the Foreign Service, which advises the heads of the foreign affairs agencies on personnel policy. The executive order also provides for use of the Foreign Service personnel system by the Department of Agriculture's Animal and Plant Health Inspection Service and the Department of Commerce's International Trade Administration and the U.S. Travel and Tourism Administration.

'The new allowance(s) and benefits . . . will help to ease . . . the burdens associated with Foreign Service careers . . .'

Allowances and benefits

The new allowance and benefits authorities are largely in place, in the form of joint regulations issued by the five foreign affairs agencies. Several of these are quite innovative, and we think they will help to ease some of the burdens associated with careers in the Foreign Service in these difficult times.

—Even though funding has been limited in this period of budgetary stringency, we have been able to place into effect the separate maintenance allowance;

—Danger pay is now possible for those serving in San Salvador and Kabul;

—Members of the Service are able to obtain up to three months' pay in advance, upon assignment to an overseas post;

—Additional R&R trips overseas, and R&R under specified circumstances to the United States, are now possible;

—We have standardized weight allowances on transfer, so that single persons are not disadvantaged;

—We are providing additional per diem for security agents and others required to accompany foreign dignitaries and principals of the Department;

—The improved language incentive program has been in place since June of last year;

—More equitable home service transfer and domestic transfer allowances are now being paid.

We hope to complete action soon on the remaining new authorities which include, among others:

—The special incentive differential;

—Health care for former spouses;

—Language training and child care grants during training for family members;

—Dental care travel.

All are in the process of study or negotiation. Knowing of your interest in the special incentive differential, I want to make it clear that we have not implemented it only because of technical problems, and not because we seek to deny employees any benefits. It is in our interest to use any tool available to encourage individuals to take assignments to less desirable posts. We hope that our difficulties, which have to do with the structure of AID's payroll system, which makes lump-sum payments of this allowance difficult, will be resolved quickly.

In short, we think the allowance structure for the Foreign Service, in large measure due to the efforts of this subcommittee, is substantially improved compared to the recent past.

Regulations

Several other major regulations have been issued, including those governing mandatory retirement, labor-management relations, Senior Foreign Service, and spouse retirement annuities and benefits. Others, such as the important grievance regulations and portions of the appointment and career candidate regulations, are under active negotiation. Other parts of these appointment and tenuring regulations are under review prior to sending them to the unions. We are still developing others, such as the important premium pay regulation governing such matters as standby pay, overtime and compensatory time, and regulations to update the granting of the special allowance in lieu of overtime for FSOs, who are not eligible for the latter. We will continue our efforts to have them all in effect as soon as possible.

Other witnesses

Witnesses who followed Under Secretary Richard T. Kennedy in appearances before the committee included:

JUNE 10—*Joan M. Clark*, director general of the Foreign Service and director of personnel; *Charles Whitehouse*, president, American Foreign Service Association; and a panel consisting of *Robert L. Brown*, inspector general; *John Sprott*, acting director, Foreign Service Institute; *Marilyn Holmes*, director, Family Liaison Office; and *Vivian L. Derryck*, deputy assistant secretary for equal employment opportunity and civil rights.

JUNE 16—Representatives of ICA, the American Federation of Government Employees, the Association of American Foreign Service Women and the Women's Action Organization. The Thursday Luncheon Group and the Asian and Pacific American Federal Employees Council submitted statements for the record.

Conversions under the new Foreign Service Act

The major conversions to place employees into the proper personnel category under the new act have been completed, except for those employees deferring conversions up to three years, as permitted by the act.

As you know, the act provides for several kinds of conversions of members of the Service from one personnel category to another. They include:

—Conversion of senior officers available for worldwide service to the new Senior Foreign Service, if they so request;

—Conversion to the new specialist category and the accompanying Foreign Service pay schedule, established by E.O. 11249, of worldwide available Foreign Service Reserve (limited and unlimited) officers below the senior level, and members of the Foreign Service Staff corps;

'... The conversion process ... will result in substantial simplification of our ... personnel system ...'

—Conversion to the new Foreign Service schedule of FSOs and FSIOs below the senior level;

—Conversion to the Civil Service personnel system of domestic Reserve officers and Staff corps members not available and needed for worldwide service; and conversion to the appropriate worldwide Foreign Service category of certain individuals from the Civil Service.

When completed, the conversion process mandated by the act will result in substantial simplification of our Foreign Service personnel system, with significant gains in ease of management, in equity for employees, and in tailoring our system to our needs. Our multiple categories below the senior level will be reduced to two: FSO generalists, and other members of the Service who will be our career specialists, career candidates, and short-term appointees. We are making every effort to avoid invidious differences between the two groups. They now share a single Foreign Service pay schedule, and we are aligning our appointment, tenuring, promotion, assignment, and retention procedures to the degree possible, consistent with the need to manage different kinds of careers somewhat differently.

II. Areas of special interest

Let me now turn to three other areas of special concern and importance to us: affirmative action, career development, and the role of families in the Foreign Service.

Affirmative action

The Foreign Service Act states that "the members of the Foreign Service should be representative of the American people." I want to assure the committee that we are fully committed to building and operating a Foreign Service which is not only truly representative of the diversity of the American population but also is characterized by the excellence and professionalism required best to serve the national interests of the United States. To achieve these goals we are making every effort to facilitate and encourage entry into and advancement in the Foreign Service by persons from all segments of American society.

Today, minorities represent 10.7% of the Foreign Service officer and officer candidate corps. A breakdown by rank reveals that 3.6% of Foreign Service officers at the senior levels are women and 3.7% are minorities; at the mid-levels, 14.7% are women and 9.1% are minorities; while at the junior officer levels 26.8% are women and 19.3% are minorities. Compared with similar statistics some 10 years ago, these figures represent significant increases in the numbers of minorities and women. The junior officer figures are particularly impressive, and reflect the determination of our strong recruiting efforts and a firm commitment to affirmative action goals. As minority group members and women move upward with their peers, we expect similar improvements at senior levels of the Service. I hope you will agree with me that, today, the Foreign Service is beginning to achieve the representative levels for minorities that make it truly reflective of American society.

'... The Service is beginning to achieve the ... levels for minorities that make it truly reflective of American society'

Career development

Another major initiative, required by Section 703 of the act, is the development of systematic career development plans for every member of the Service, in whatever category. We are giving increased attention to the interrelationship between the assignments process and training, and greater emphasis is being placed on career development considerations in the assignments process. We have also placed a high priority on upgrading the quality of our professional development program. Our new mid-level course for FSOs, the second session of which is now concluding, has given early signs of being a substantial success in better equipping officers for greater responsibilities.

The five-week senior officer threshold training program, in place since January, concentrates on foreign policy leadership and provides the new members of the Senior Foreign Service a chance to supplement and strengthen their skills as they assume policy-making roles.

Significant advances have also been made in the area studies and language training programs at the Foreign Service Institute (FSI). Area studies are now available both through the traditional two-week course and as an integrated component of the full-time language programs. The introduction of a short-term "FAST" [familiarization and short-term] course has made meaningful language training a reality for those personnel, such as secretaries, who have had very limited opportunities in this area in the past.

We have established a career mobility staff, whose sole function will be to design and operate programs to allow career changes, when desired by employees, on a more rational basis. We have a way to go here, but I think we are well along and on the right track. This staff is now at work designing a new program. Among the many issues to be addressed are:

—How to meet the Department's increasing need for specialists in critical areas;

—How to improve both temporary and permanent crossover opportunities between the Foreign Service and Civil Service systems, to better realize the full potential of the Department's workforce;

—How career tracks should be structured;

—How to insure that the workforce is better informed on career opportunities in the Department;

—How to develop programs which will provide training and opportunities for career changes, according to needs of management and the interests and ability of employees.

'We have established a career mobility staff whose sole function will be to design and operate programs to allow career changes, when desired by employees . . .'

Development of the plan will take approximately one year, followed by staged implementation in order to create a bridge between the old and new systems. The total project is estimated to require approximately two years for completion.

Role of families in the Foreign Service

Another area of particular interest involves the innovative features of the act intended to improve the condition of family members, and to take account of their major contributions to the work of the Foreign Service. It is too early to tell whether they all will achieve their desired effects, but we consider them to be promising. Some of these features, such as voluntary separate maintenance allowances, I have already mentioned.

Perhaps the most attention has been given to the provisions which provide for retirement annuities and survivor benefits for qualifying former spouses, in recognition of the fact that, in accompanying a member of the Service on frequent moves overseas during a career, a spouse often has no opportunity to pursue a separate career or to become vested personally in an adequate retirement system. While, to date, relatively few have been in a position to take advantage of these features, the knowledge that, if needed, they are available should go a long way to easing concerns of many spouses.

Another area of major activity of importance to families is an array of provisions designed to increase employment possibilities for dependents abroad. Legislation in this area was first passed in 1977 and expanded in the 1980 act. The Family Liaison Office, now provided for by statute, has been extremely active in career counseling, operating a skills talent bank, and negotiating reciprocal work arrangements (eight of which are in place already with Britain, Canada, France and Sweden, among others).

'. . . It is clear that we cannot disregard family needs, preferences and concerns . . .'

Section 311 of the act provides authority to employ temporarily spouses and dependents in positions normally occupied by Foreign Service nationals. Under this authority, some 90 Foreign Service national positions abroad are now filled by U.S. dependents under the American family member program. Dependent employment reports from 164 posts show that, as of March 31, 1982, 1,939 dependents had been employed either in part-time or temporary positions during the preceeding six months. Moreover, a new executive order, E.O. 12362, issued May 15, 1982, allows a family member who has been employed overseas for two years under these programs to be appointed noncompetitively in the domestic Civil Service, as long as he or she otherwise meets the requirements for the particular job sought.

The Foreign Service Act, for the first time, makes explicit our ability to provide functional training to family members when there is a prospect of employing them at post. Under the authority, functional training in anticipation of employment at post has been provided to almost 100 spouses during the past three years, and some 120 families in all have been able to benefit from day care grants while spouses were in training since passage of the new act.

And as one more feature beneficial to both family members and the Government, we have implemented our new authority which allows representation expenses of family members to be reimbursed, as well as those of members of the Service, from each mission's available representation funds. One possible example of the use of this authority would be a dinner hosted by the spouse of the deputy chief of mission when the latter is not present.

We have also increased the availability of language training, area studies and related courses for our Foreign Service dependents, within existing resources, by developing the new "FAST" course training classes which integrate language, culture and area studies. These courses are also available to employees assigned to positions which are not language-designated. Additionally, attendance at the seminar on terrorism has been made mandatory for all our personnel, to provide them with the tools to better protect themselves and their families in an increasingly inhospitable foreign environment.

The role of families in relation to the Service is in transition, with an eventual outcome which we do not yet know. But it is clear that we cannot disregard family needs, preferences and concerns if we are to have the kind of Foreign Service in the future that we all want. We are determined to do what is necessary, and we think provisions of the new act give us a large part of the structure required.

III. Managing the Service

Finally, I want to discuss the process of managing the changes we are making in the Foreign Service. We have actively sought to give life to the congressional mandate for maximum compatibility among agencies authorized to use the Foreign Service personnel system, through the negotiation of interagency collective bargaining agreements with unions representing the Foreign Service employees in those agencies.

Negotiation among five foreign affairs agencies and two unions that represent the Foreign Service personnel of three of them is at times an unwieldy and slow process. But in our view, the time, the energy and even the occasional frustration—on all sides—have been worthwhile. The regulations that have emerged from this uniquely structured collective bargaining process are not the product of hasty or inadequately thought-out ideas, but have been examined thoroughly. Their basic structure is meant to last for a long time, so that Foreign Service employees can plan with assurance and act from certainty, and so that agency management has the regulatory authority necessary to conduct the Government's work more efficiently. On balance, the labor-management environment is a very busy one, marked by steadily growing activity and senior management interest. The concept of collective bargaining and union representation has taken root and is genuinely accepted as a given by all parties.

'The concept of collective bargaining and union representation has taken root . . .'

Problems and possible changes

During this implementation phase, we have carefully noted those areas in which technical problems have arisen, or with which we have encountered problems of ambiguity which may require clarification in law. Also, we have begun to review some additional proposals which were not included in the act and which could be of assistance to the managers and employees of the foreign affairs agencies. Let me note briefly some of the items we have under review.

Pay

—Clarification of our authority to move SFS members from one pay level to another, within a class, without the necessity for renomination by the President and reconfirmation by the Senate. (Such a provision has been added to the pending ICA supplemental authorization bill by the Senate Foreign Relations Committee, and we hope it will receive favorable consideration);

—The question of "on call" pay for communicators, secretaries and other FS personnel regularly required to be available for urgent on-call duty;

—The problem of the prohibition on overtime pay for FSOs and FSIOs (Pell Amendment) and the special differential in lieu of overtime pay;

Allowances and travel

—Ambiguities in the provisions on travel allowed for children of separated parents, including children of tandem couples serving at different posts;

—Possible changes in allowance authorities, mostly of a no-cost nature, intended to improve administrative efficiency (i.e., combining post differential, special incentive differential and perhaps danger pay);

'. . . We have begun to review . . . additional proposals which were not included in the act . . .'

Foreign Service national employees

—Consideration of measures necessary to make the compensation of Foreign Service national employees more consistent with local practice, in accordance with Section 408 of the Foreign Service Act;

Former spouses

—Possible refinements and clarifications in provisions providing annuities and survivor benefits for former spouses of members of the Service;

Selection-out

—The technical problem arising from the apparent ambiguity on applying selection-out authority in Section 608 to personnel in AID who were subject to selection-out under Section 625(e) of the former Foreign Assistance Act;

—The question of extension of time-in-class (TIC), beyond the one year now authorized, to permit an employee subject to TIC to serve for a reasonable additional period to attain eligibility for an immediate annuity.

We are still studying these matters carefully and consulting with the other foreign affairs agencies. As our consideration moves forward, we would wish to consult the committee to obtain the benefits of its thoughts.

Conclusion

The implementation process in which we are engaged is providing real benefits to employees of the foreign affairs agencies and is also providing to the leadership of those agencies tools for more effective management. I appreciate how closely you worked with the Department to improve the management of the foreign affairs agencies and look forward to working with you to build on the excellent beginning we have jointly made.

I have briefly covered a few major points. The subject matter is so vast and complex that much more could be said. In the interests of time, however, I think it best to turn to your specific questions regarding the act's implementation. Let me close by expressing my thanks to you, Mr. Chairman, and the members of the committee for your kind attention. ■

On the Job (in 1900)

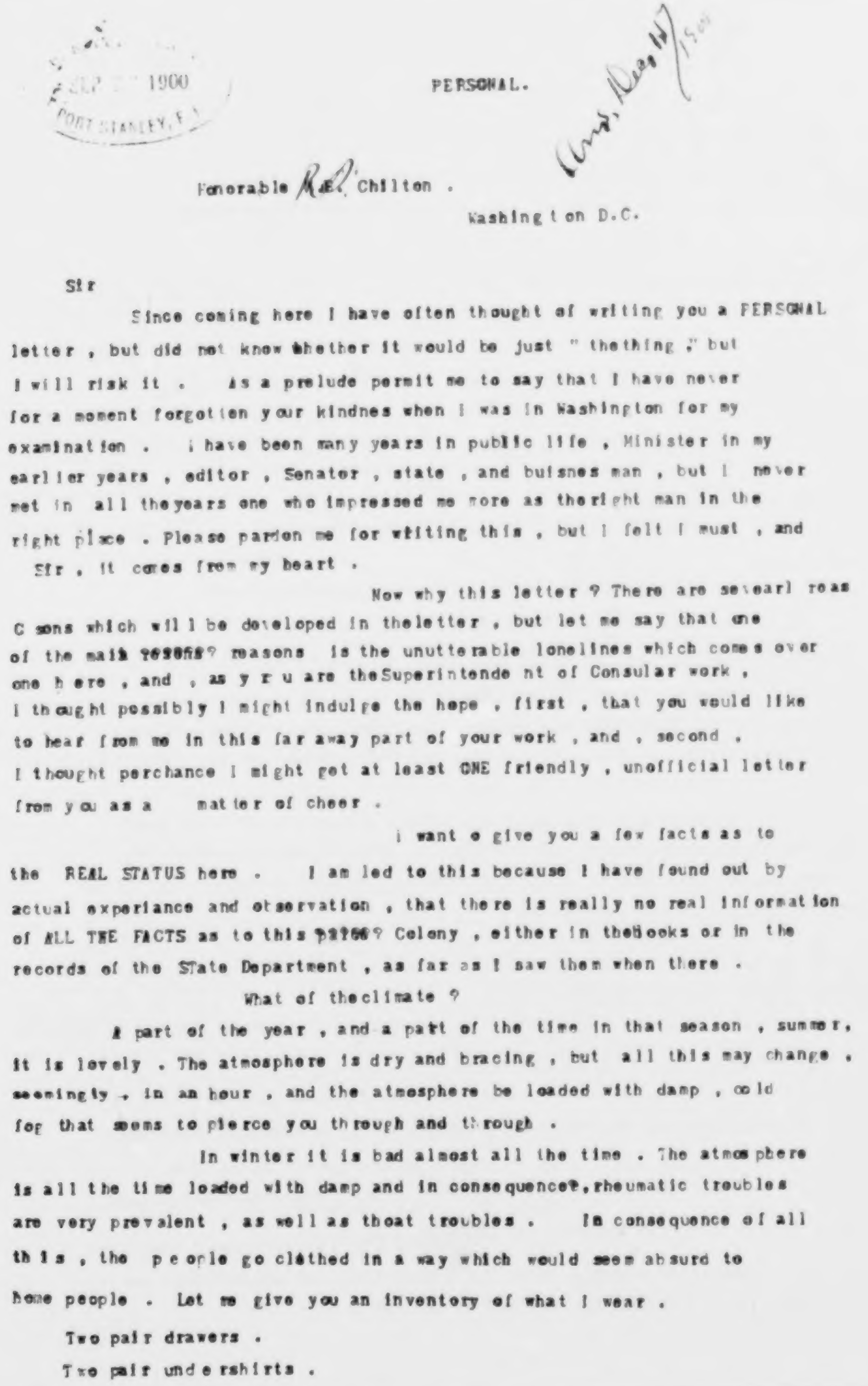
THE LETTER reproduced here, on the three pages that follow, was sent to the Department from the Falkland Islands at the turn of the century. Its author was John E. Rowen, U.S. consul at Port Stanley; the addressee was Robert S. Chilton Jr., chief of what was then known as the Consular Bureau.

It was a tough, tough grind being in the Foreign Service then in some places, as it is now in some places. Read Mr. Rowen if you think that the trial of being at a forlorn post was invented for today's generation alone. And please note (would you believe it?) that Mr. Rowen wanted to stay where he was.

How STATE came into possession of the letter is an interesting story in itself. The owner of the letter is Douglas Richards, a newsman in the National Press Building. He's the Western Hemisphere affairs correspondent for Deutsche Presse Agentur. Mr. Richards is an aficionado of whaling ships and, some 20 years ago, he acquired materials on that topic from a seller of rare books. He was going through one of the books a few weeks ago when the letter from Mr. Rowen fell from its pages. Mr. Richards had not seen it before. On reading it, he took it to Evan M. Duncan of the Department's Historical Office. Mr. Duncan relayed it to STATE.

Here is what Mr. Duncan's research turned up on Mr. Rowen: He was the last U.S. consul to be stationed at Port Stanley. Born in Thompsonville, Conn., in 1838, he was a resident of Iowa when he was appointed consul on February 4, 1898. When he wrote the letter, his salary was $1,500 per year. He ultimately received a raise; the appropriations act for the Diplomatic and Consular Services for the 1903 fiscal year upgraded Port Stanley from a Class VI to a Class V consulate, bringing the salary to $2,000. Mr. Rowen's wish for an extended tour of duty was also granted. He served until 1908, when the consulate was abolished. On June 10 of that year he was reassigned to Punta Arenas, Chile, on the Strait of Magellan. He was the first American consul to be stationed there, serving from August 16, 1908, until November 22, 1910, when he retired, effective June 30, 1911. Later registers of the Department do not indicate when he died. The records do not indicate where his descendants are today.

The handwritten note reproduced on Page 12 also fell from the book. Mr. Richards knows nothing more about the latter. ⟶



SEP 1900
PORT STANLEY, F.I.

PERSONAL.

Ans. Dec 14/1900

Honorable R.E. Chilton .

Washing ton D.C.

Sir

Since coming here I have often thought of writing you a PERSONAL letter , but did not know whether it would be just " thething ," but I will risk it . As a prelude permit me to say that I have never for a moment forgotten your kindnes when I was in Washington for my examination . I have been many years in public life , Minister in my earlier years , editor , Senator , state , and buisnes man , but I never met in all theyears one who impressed me more as theright man in the right place . Please pardon me for writing this , but I felt I must , and Sir , it comes from my heart .

Now why this letter ? There are severl reasons which will be developed in theletter , but let me say that one of the main ~~reasons?~~ reasons is the unutterable lonelines which comes over one here , and , as you are theSuperintendent of Consular work , I thought possibly I might indulge the hope , first , that you would like to hear from me in this far away part of your work , and , second , I thought perchance I might get at least ONE friendly , unofficial letter from you as a matter of cheer .

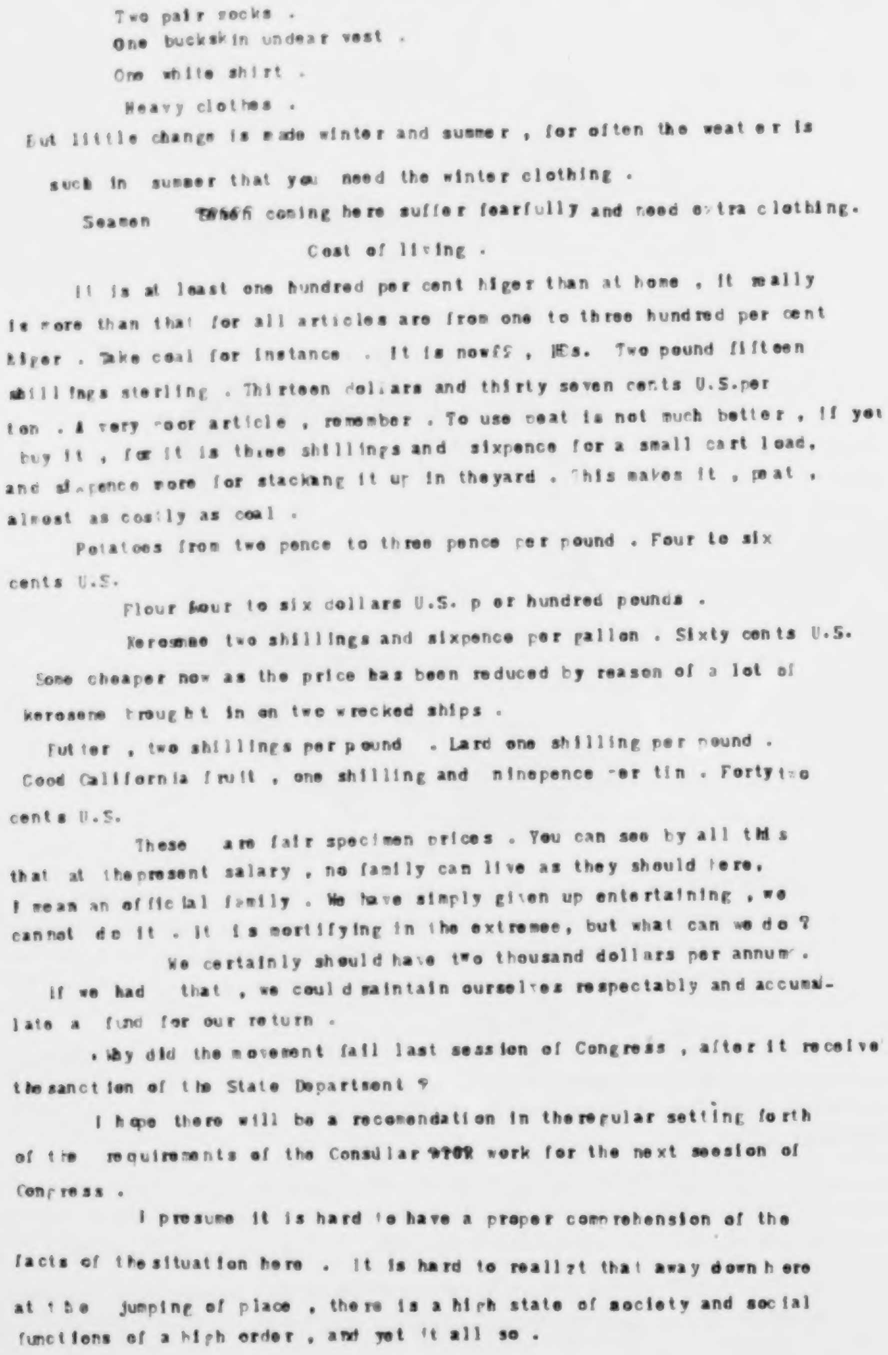
I want o give you a few facts as to the REAL STATUS here . I am led to this because I have found out by actual experiance and observation , that there is really no real information of ALL THE FACTS as to this [illegible] Colony , either in theBooks or in the records of the STate Department , as far as I saw them when there .

What of theclimate ?

A part of the year , and a part of the time in that season , summer, it is lovely . The atmosphere is dry and bracing , but all this may change , seemingly , in an hour , and the atmosphere be loaded with damp , cold fog that seems to pierce you through and through .

In winter it is bad almost all the time . The atmosphere is all the time loaded with damp and in consequence, rheumatic troubles are very prevalent , as well as thoat troubles . In consequence of all this , the people go clothed in a way which would seem absurd to home people . Let me give you an inventory of what I wear .

Two pair drawers .
Two pair undershirts .



Two pair socks .
One buckskin undear vest .
One white shirt .
Heavy clothes .

But little change is made winter and summer , for often the weather is such in summer that you need the winter clothing .

Seamen ~~when~~ coming here suffer fearfully and need extra clothing.

Cost of living .

It is at least one hundred per cent higer than at home , it really is more than that for all articles are from one to three hundred per cent higer . Take coal for instance . It is now £2 , 15s. Two pound fifteen shillings sterling . Thirteen dollars and thirty seven cents U.S.per ton . A very poor article , remember . To use peat is not much better , if you buy it , for it is three shillings and sixpence for a small cart load, and sixpence more for stacking it up in the yard . This makes it , peat , almost as costly as coal .

Potatoes from two pence to three pence per pound . Four to six cents U.S.

Flour four to six dollars U.S. per hundred pounds .

Kerosene two shillings and sixpence per gallon . Sixty cents U.S. Some cheaper now as the price has been reduced by reason of a lot of kerosene brought in on two wrecked ships .

Butter , two shillings per pound . Lard one shilling per pound . Good California fruit , one shilling and ninepence per tin . Forty two cents U.S.

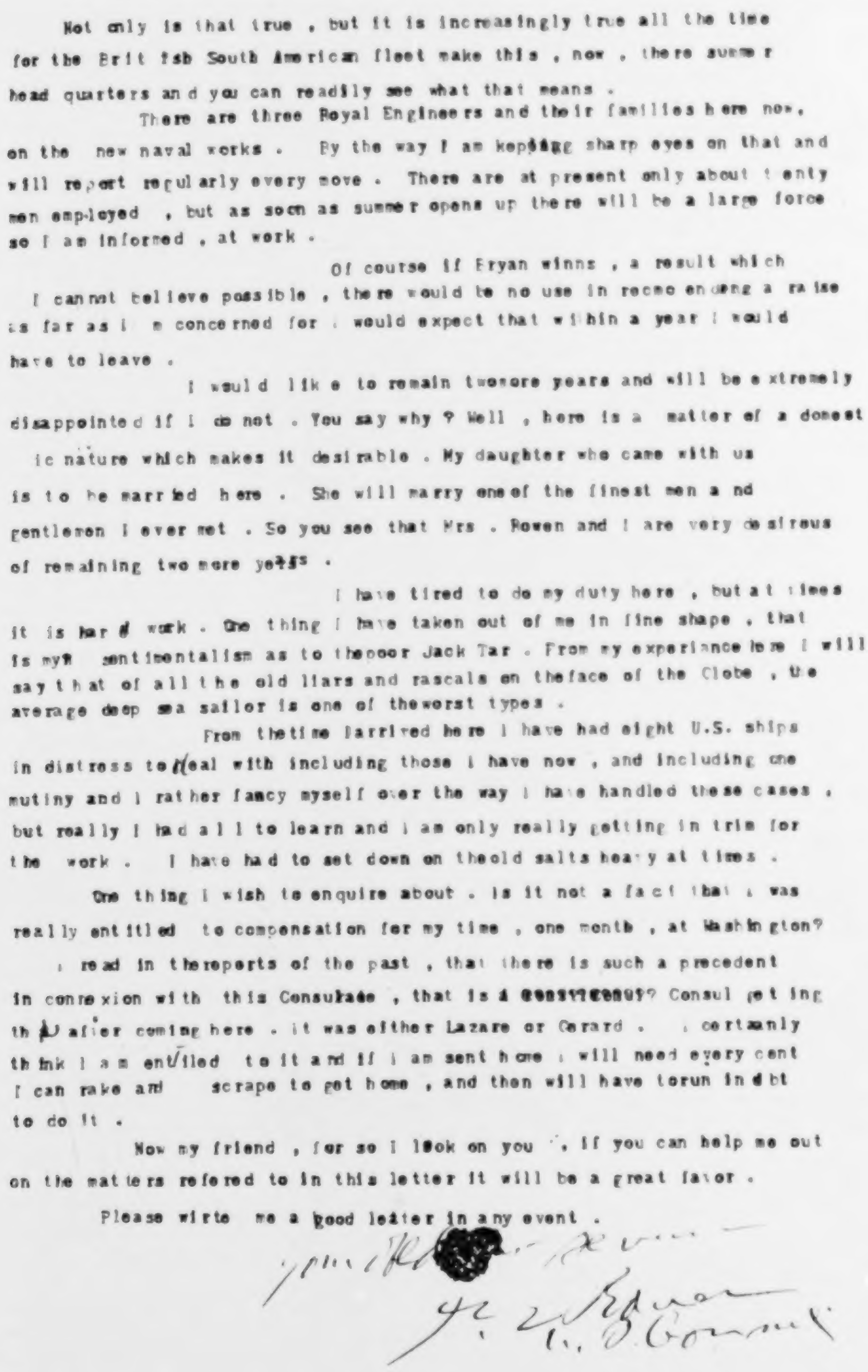
These are fair specimen prices . You can see by all this that at the present salary , no family can live as they should here, I mean an official family . We have simply given up entertaining , we cannot do it . It is mortifying in the extremee, but what can we do ?

We certainly should have two thousand dollars per annum . If we had that , we could maintain ourselves respectably and accumulate a fund for our return .

Why did the movement fail last session of Congress , after it receive the sanction of the State Department ?

I hope there will be a recomendation in the regular setting forth of the requirements of the Consular work for the next session of Congress .

I presume it is hard to have a proper comprehension of the facts of the situation here . It is hard to realize that away down here at the jumping of place , there is a high state of society and social functions of a high order , and yet it all so .



Not only is that true, but it is increasingly true all the time for the British South American fleet make this, now, there summer head quarters and you can readily see what that means.

There are three Royal Engineers and their families here now, on the new naval works. By the way I am keeping sharp eyes on that and will report regularly every move. There are at present only about twenty men employed, but as soon as summer opens up there will be a large force so I am informed, at work.

Of course if Bryan winns, a result which I cannot believe possible, there would be no use in recommending a raise as far as I am concerned for I would expect that within a year I would have to leave.

I would like to remain two more years and will be extremely disappointed if I do not. You say why? Well, here is a matter of a domestic nature which makes it desirable. My daughter who came with us is to be married here. She will marry one of the finest men and gentlemen I ever met. So you see that Mrs. Rowen and I are very desirous of remaining two more years.

I have tired to do my duty here, but at times it is hard work. One thing I have taken out of me in fine shape, that is my sentimentalism as to the poor Jack Tar. From my experiance here I will say that of all the old liars and rascals on the face of the Globe, the average deep sea sailor is one of the worst types.

From the time I arrived here I have had eight U.S. ships in distress to deal with including those I have now, and including one mutiny and I rather fancy myself over the way I have handled these cases, but really I had all to learn and I am only really getting in trim for the work. I have had to set down on the old salts heavy at times.

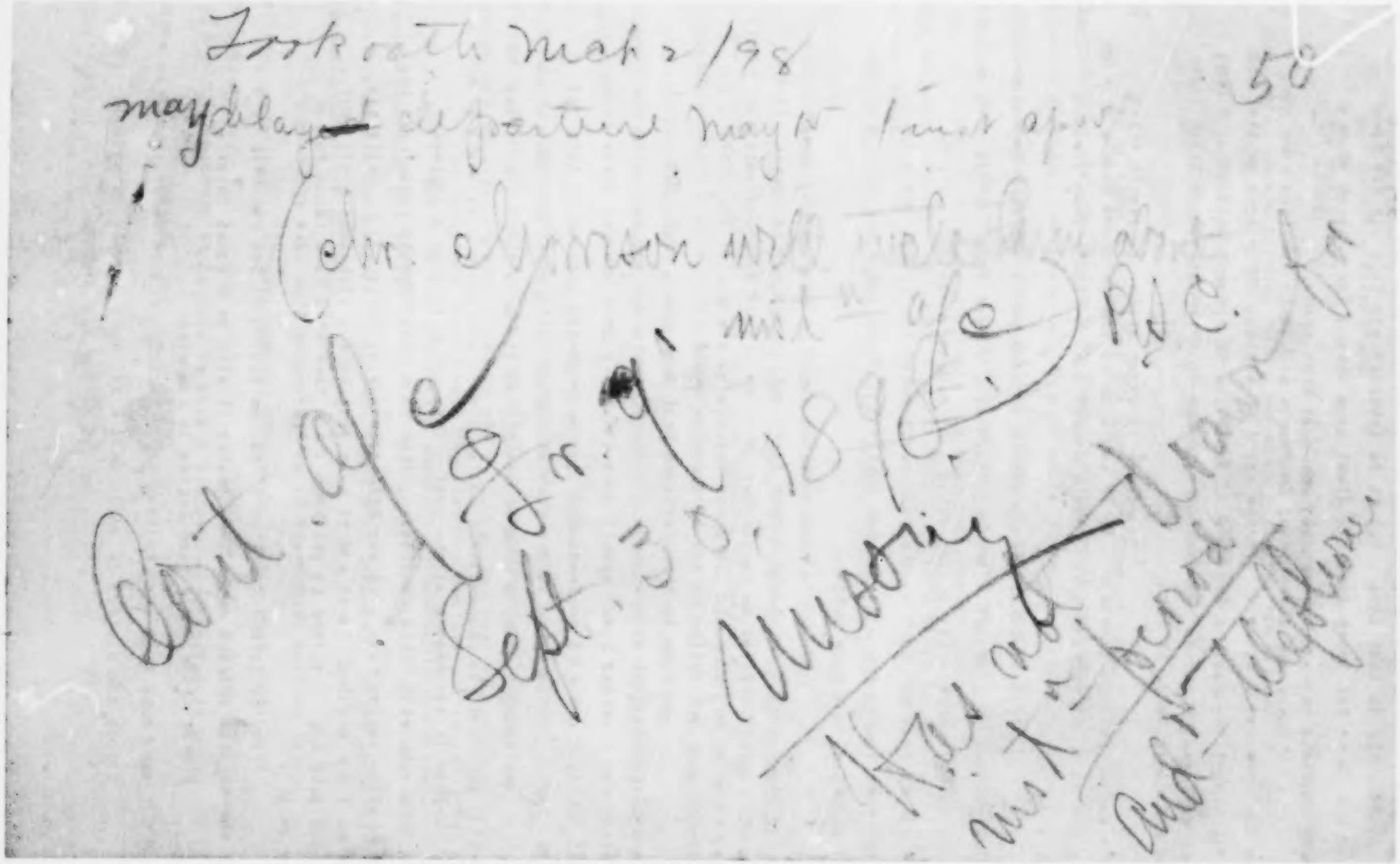
One thing I wish to enquire about. Is it not a fact that I was really entitled to compensation for my time, one month, at Washington? I read in the reports of the past, that there is such a precedent in connexion with this Consulate, that is a [illegible]? Consul getting th[illegible] after coming here. It was either Lazare or Gerard. I certainly think I am entitled to it and if I am sent home I will need every cent I can rake and scrape to get home, and then will have to run in debt to do it.

Now my friend, for so I look on you, if you can help me out on the matters refered to in this letter it will be a great favor.

Please wirte me a good letter in any event.

Yours [illegible]

F. W. Rowen
U. S. Consul



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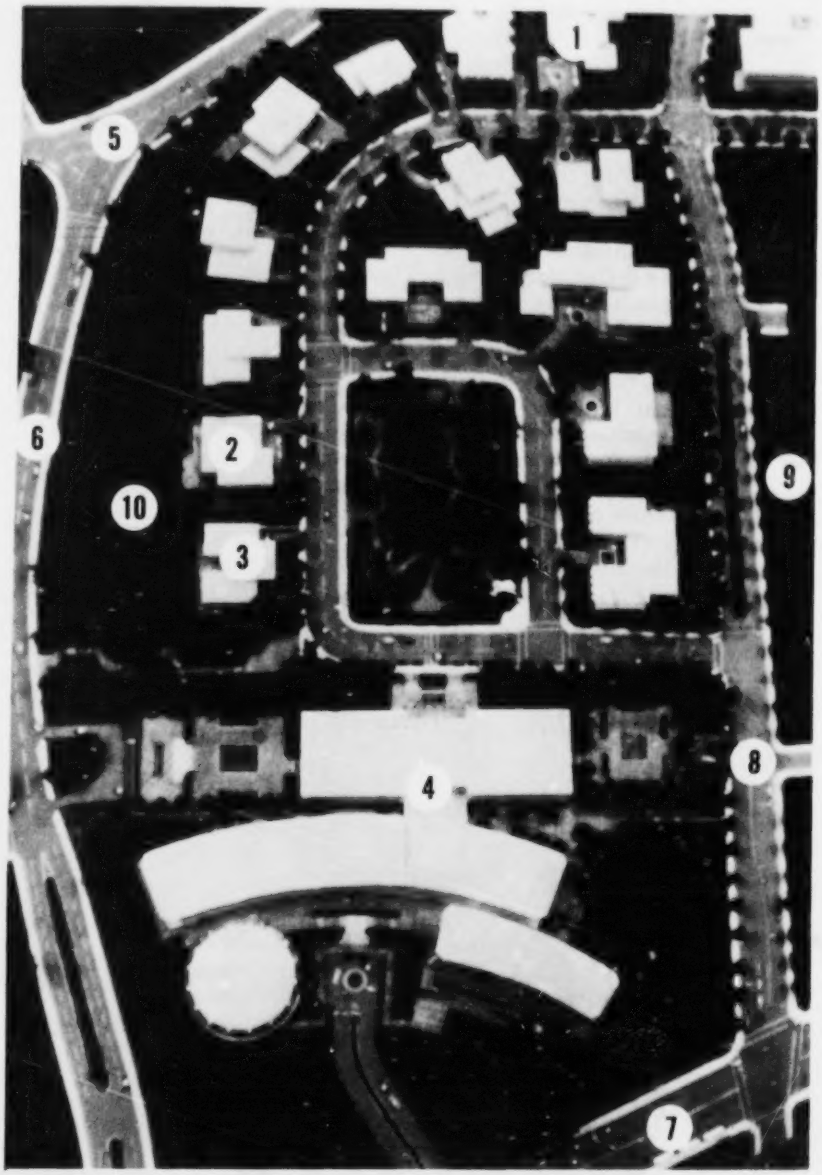
News Highlights

International Center project in northwest D.C. moves forward



INTERNATIONAL CENTER—(1) Chancery of Israel. (2) Of Bahrain. (3) Of Kuwait. (4) Intelsat site. (5) Reno Road. (6) Tilden Street. (7) Connecticut Avenue. (8) Van Ness Street. (9) University of District of Columbia. (10) Buffer area and park.

The District of Columbia's long-planned International Center moved another step toward realization, May 25, when President Reagan signed a law authorizing the International Satellite Organization (Intelsat) to build its headquarters on the project site. Groundbreaking ceremonies are scheduled for July 19 and construction is expected to begin this summer.

The legislation also adds land to the center, which will provide sites for up to 23 foreign chanceries. The 47-acre project, managed by James A. Edgins of the Department's Office of Operations, in the Bureau of Administration, is at Connecticut Avenue and Van Ness Street, on a site vacated by the National Bureau of Standards. The U.S. Government is retaining title to the property, and foreign governments are to lease parcels for fixed terms of years. The terms may differ slightly in each case.

Israel and Bahrain have already moved into their chanceries in the center. Kuwait is completing its chancery, and Jordan is expected to start work on its building soon. Ghana and the Yemen Arab Republic also have leased lots in the center. Several other countries have expressed an interest in moving their chanceries there.

Intelsat, which has 106 member countries, plans to construct a 700,000-square-foot structure. Its design has won praise from architectural critic Wolf Von Eckhardt, who describes it as "at last, a building." It will provide office space for 1,000 to 1,200 Intelsat employees, multilingual conference facilities and underground parking. The latter will be available to chancery tenants of the project on an after-hours basis.

Congress has provided $2.2 million for initial planning and development, which will be repaid out of lease payments. The Department has authority to lease ground for up to 99 years, or any lesser term as might be determined in negotiations with individual foreign countries. It may also exchange land in the center for property overseas that would be used for U.S. chanceries.

The idea for the center dates to the early 1960s, when a number of newly independent countries said they could not afford to buy land or buildings in the high-priced Washington market. The Bureau of Standards had just completed its move to Rockville, Md., and its former site on Connecticut Avenue was not only vacant but was regarded as an eyesore in the neighborhood.

The center is seen as giving the Department bargaining power as it seeks equality of treatment for its missions and personnel abroad. It is expected that it will eventually be a $250- to $400-million-dollar development. Each building in the center will be constructed by a foreign government or international agency, but in each case approval of the Department, the National Capital Planning Commission and the Commission of Fine Arts will be required. Streets, the central park and all utilities will be installed by the U.S. Government. The U.S. General Services Administration, as agent for the Department, is handling the contracting.

—LEE JOHNSON ☐

State observes 200th birthday of the U.S. Great Seal

The Department marked the 200th anniversary of the Great Seal of the United States—the nation's official coat of arms—at a ceremony in the Exhibition Hall on June 15. Designed by the secretary of the Continental Congress in 1782, the seal was kept by him until power was handed over to the Government in 1789. Custody then was given to the first Secretary of State, Thomas Jefferson. Since that time, each of his successors as Secretary has also served as custodian of the seal.

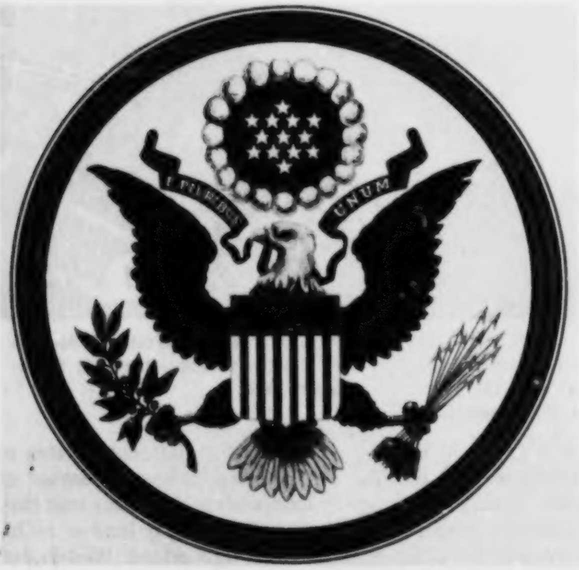
The Great Seal includes not only the actual die, or seal, but also the press and the cabinet, which are on display in the Exhibition Hall. They are in a new floor-to-ceiling glass enclosure, which replaced a wood enclosure. It is kept locked, with the press bolted and padlocked in position, except when in use.

The front and back of the seal, which appear on the $1 bill, are familiar to all Americans. The design of the seal—which is also that of the seal of the Department—is displayed above the doors of U.S. embassies and consulates around the world. The seal is affixed to certain documents signed by the President, including proclamations, treaties and commissions of cabinet officers and ambassadors. It is on White House and Department stationery and displayed in dozens of other ways.

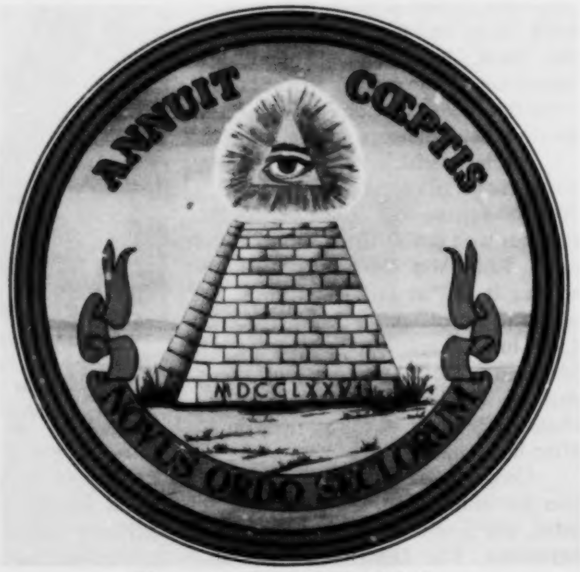
Highlights of the seal bicentennial observance included the presentation of an album of commemorative envelopes, featuring the Great Seal, to Secretary Haig by postmaster general William F. Bolger. The postage-paid envelopes were put on public sale that day, with the Postal Service choosing the Department as the first site for displaying and issuing the embossed envelopes. The envelopes were hand-stamped "first day of issue."

The program included display of an exhibit on the history and current usage of the Great Seal, prepared by State's Audio-Visual Services Division. The guests saw Mr. Haig and Jane Mossellem, chief of State's Presidential Appointments Staff, affix the seal on the commission of a new Foreign Service officer.

A reception hosted by Mr. Haig climaxed the observance. The Secretary cut a large cake decorated with a full-color replica of the seal. He termed the seal "a symbol of freedom, democracy and, above all, respect for the individual." He said it was a sym-



The front of the Great Seal of the United States.



The reverse side of the Great Seal.

Secretary Haig **and** ***Jane Mossellem*** **affix seal to document.** ***(Photo by David M. Humphrey, Visual Services)***

bol of the "independence and sovereignty of the United States." He traced the seal's origins to July 4, 1776, when the Continental Congress appointed Benjamin Franklin, John Adams and Thomas Jefferson as a committee to find a design for it. Six years and two committees later, the Continental Congress approved the designs. The seal was first used on September 16, 1782, to seal a document authorizing General Washington to negotiate an agreement with the British for the exchange and better treatment of prisoners of war.

Postmaster general Bolger told the guests that the Postal Service had adopted an idea by Barnett B. Lester, associate editor of STATE, that a special philatelic commemorative should mark the 200th birthday of the Great Seal. He said: "This will be the first embossed stamped envelope bearing the Great Seal ever to be issued. Marking the bicentennial this way provides us with an opportunity to salute the hard-working men and women of the Department, who for more than two centuries have served our nation here and abroad with diligence and dedication, carrying out difficult and often critical and sensitive tasks."

Marine General Arthur Hanson, retired, at the ceremony, presented the Secretary with the U.S. Capitol Historical Society Medal for 1982, which features the seal on one side and George Washington on the other. General Hanson is a direct descendent of John Hanson, president of the Continental Congress. Other such commemorative medals—in bronze, sterling silver and 18-karat gold—are available from the nonprofit society, 200 Maryland Avenue, N.E., Washington, D.C. 20002. In addition to the medal, the general presented the Department a copy of a film, "City Out of Wilderness: The Story of the City of Washington up to World War I."

—BARNETT B. LESTER ☐

Internal Revenue Service rules on spouse annuities

The Internal Revenue Service has ruled on the tax treatment of former spouse annuities, which are authorized under the Foreign Service Act of 1980. A spouse's annuity will be taxed, the agency said, in the same way the employee's annuity is taxed, i.e., the spouse's annuity will be tax-free until the spouse recovers a pro rata share of the contributions paid into the annuity fund by the employee.

The amount of contributions recovered by the spouse will be computed in proportion to the employee's total annuity. For example, a spouse who is entitled to one-third of the amount of the total annuity will be taxed on his/her annuity after recovering one-third of what the employee paid in contributions. The employee's annuity will be tax-free until the other two-thirds of the contributions paid are recovered.

The Foreign Service Act of 1980 provides that former spouses are entitled to receive 55% of the amount of the employee annuity if they were married throughout the employee's years of creditable service. If married to an employee for less than the creditable period of service, former spouses can receive an annuity on a pro rata basis. Former spouses who remarry before age 60, and before the annuity is payable, are no longer eligible for an annuity.

A copy of the tax ruling is available in the Internal Revenue Service's national office reading room, 1111 Constitution Ave. N.W. Those who believe they may be affected by the ruling have been advised to peruse the official document itself in its entirety. ☐

Reciprocal work pacts set with 8 nations

The Department has concluded reciprocal work agreements with eight countries—Canada, United Kingdom, New Zealand, Sweden, Norway, France, Bolivia and Jamaica.

These arrangements allow family members of U.S. Government employees assigned abroad to obtain permission to accept employment in the local economy.

In addition, the Department has made informal arrangements with several other countries, using reciprocal work regulations issued by the Immigration and Naturalization Service. Under these arrangements, holders of certain diplomatic visas are allowed to obtain work permits in the United States, in exchange for reciprocal treatment of dependents of U.S. Government employees assigned to diplomatic and consular posts in the visaholders' countries. ☐

Forum hears talk on Falklands

Professor Luis Aguilar of Georgetown University was to discuss Western Hemisphere relations, in the aftermath of the Falklands crisis, at the Secretary's Open Forum on June 30. Other Forum speakers last month were to have included Andrew Pierre of the Council on Foreign Relations, on his book, "Global Politics of Arms Sales," June 2; Halfdan Mahler, director general of the World Health Organization, on international health issues, June 7; former Under Secretary George W. Ball, who discussed foreign affairs, June 10; Congressman Michael Barnes, chairman of the House Inter-American Subcommittee, who presented a "critic's view" of current U.S. policies in Central America, June 14, and Oswald Ganley, former deputy assistant secretary, Bureau of Oceans and International Environmental and Scientific Affairs, who concluded the forum's series of discussions on the 21st century, June 16. Mr. Ganley spoke on implications of the revolution in communications and information.

In another program, Miroslaw Chojecki, who has been in the workers' movement in Poland, and Jan Nowak, a consultant to the National Security Council on Poland, spoke on the affairs of that country, June 23. ■

BUENOS AIRES, Argentina—At awards ceremony, from left: *Harold E. Vickers*, administrative counselor; *Frances M. Prelec* and *Doris A. James*, secretaries; *Theodore Rumme*, economic officer; *Patricia C. Scott*, commercial clerk; Ambassador *Harry W. Shlaudeman; Ana Maria Maffeo*, commercial assistant; *Lilian E. Vilmanis*, budget specialist; *Christopher M. Bonsteel*, support communications officer.

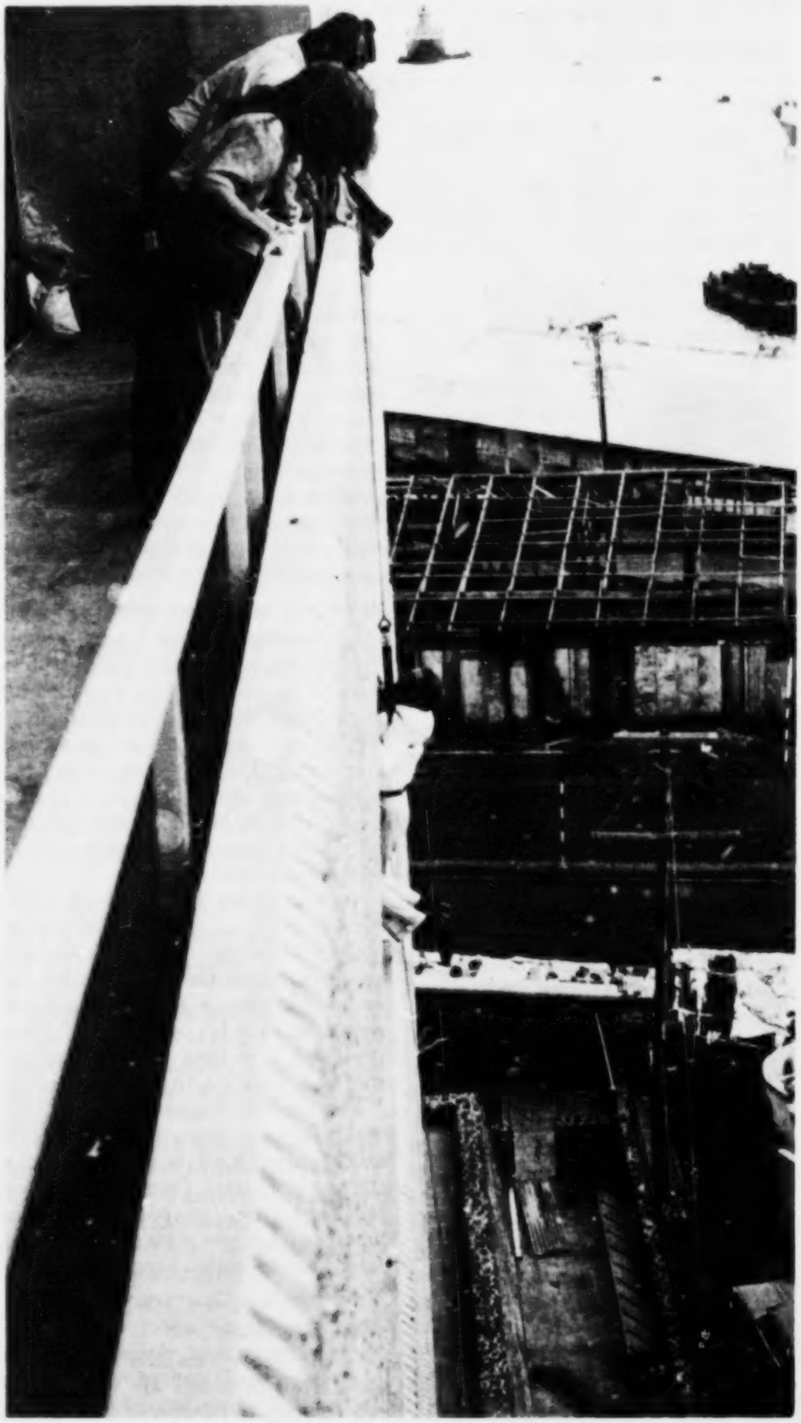
Exeunt!

ACTIVITY at Embassy Port Louis, on the island of Mauritius in the western Indian Ocean, reaches a new high (or is it a new low?) as staff members practice using the controlled-descent emergency fire escape. This is the latest means of getting to the parking lot from the fourth-floor offices.

Ambassador *Robert Gordon* descends.

Staffer *Mari Baumgarten* hangs in there.

No problem for the embassy Marines! ■



Operations

We've got to stop meeting like this!

'Staff meetings . . . too routine . . . too frequent'

By Annette Gaul

The author is on the public affairs staff of the U.S. Office of Personnel Management. Her article first appeared in the Winter 1982 issue of Management, *a publication of that office.*

A MEETING by any other name—whether it's a workshop, conference, symposium, hearing, or reunion—is still a meeting.

Ms. Gaul

- In the United States alone, an estimated 11 million meetings are held *daily*.
- Executives spend anywhere from 40 to 75% of their time in meetings.
- Meetings are ranked by executives as their fourth biggest time waster, next to telephone interruptions, drop-in visitors and ineffective delegation.

Volumes have been written for managers on running meetings, ranging from informal techniques to the proper use of Robert's Rules of Order (and who is Robert, anyway?).[1]

There are staff meetings, sales meetings, board meetings, task force and committee meetings, club meetings, community action meetings, more meetings and even more meetings. This article will concentrate on one type of meeting all managers and employees have experienced, that bane of many a manager—the staff meeting. Three key questions are addressed:

(1) Why have staff meetings?

(2) Why are most of them so B-O-R-I-N-G?

(3) What can be done to help staff meetings better serve their function?

If you think this subject is unimportant, think for a minute about what these meetings cost your organization. For example, 10 people earning $15 an hour on the average (that's the salary of a GS-12, step 5) meeting one hour per week cost your organization almost $8,000 a year, not including preparation time or post-meeting discussion. And the cost would be much higher for meetings that include travel, per diem pay or material costs.

So think again. Are you using staff meetings to your best advantage? Are they cost-effective? Are they necessary?

To meet or not to meet

The objectives of a staff meeting are to transmit or clarify ideas, problems or decisions; to get participation in problem-solving; to motivate staff; and to help employees act as a cohesive group. They are a two-way communications tool—when used properly. That means holding a staff meeting only when necessary to meet a previously determined objective.

Peter Drucker contends that "the ideal is the organization which can operate without meetings—in the same sense in which the ideal of the machine designer is to have only one moving part in his contraption." Since the ideal is at times elusive, perhaps the first question to ask yourself is, "Why am I holding this meeting?" If a clear response does not come forth quickly, don't hold the meeting just for the sake of ritual. Once you have established your purpose, determine whether what you want to accomplish might not be better handled by phone or memo.

Meeting disaster

The most common complaints about staff meetings are that they're too routine, too frequent and, in the words of at least one disgruntled employee, run "half-fast" by people who cannot effectively conduct them.

In addition, participants may feel the staff meeting is not a comfortable forum for expressing their true views; may be silent because they think the best way to get ahead is not to disagree; or may be apathetic because the manager does not listen [illegible] is being said or may not reward good ideas or act as promptly as promised.

An important consideration before meeting is, what your employees hope to get out of it. They want involvement and participation without reprisal. They want to know what's going on, and what their role is in the organization. They want to know how policies and programs will affect them as well as what contributions they can make.

And they are not as enchanted as you are with the music of your own voice. George Odiorne, commenting on the manager's role in a meeting, states that "the leader plays a special active role, but he doesn't dominate or manipulate the session. His main job is to serve in the capacity of a PBX switchboard operator in a live session, where he gives everyone who has an opinion an opportunity to present it."

Employees may also dread staff meetings because they may feel like a captive audience. This feeling of dread can multiply when someone is in a meeting with both his employees and supervisors: he has to look good for all of them. That problem can be solved by avoiding too many levels of workers at one staff meeting.

Lest you rush right out to cancel all future staff meetings, remember that skills needed to run a staff meeting (or any other type of meeting) are not genetically inherited. They can be acquired through practice and a sense of commitment to being a good manager. Just think of it as one more, very important management skill.

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[1] Henry Martyn Robert, South Carolina born military engineer and parliamentarian. First to codify rules of parliamentary procedure in 1876.

Meeting with success

A staff meeting has a good chance for success if you keep in mind the following:

(1) Prepare for the meeting by asking *"What do I want to achieve?"* Hold meetings when there is something worth communicating—whether it's an action item or information exchange. Focus the meeting with goals, priorities, a time frame, necessary assignments and follow-up. Make it a cooperative staff effort, not a monologue. Think of it as a management cycle that needs to be completed.

(2) *How long will it take?* Set a realistic time frame, considering what's on your agenda. An action oriented meeting may tend to take longer than an informational meeting. (White House deputy chief of staff Michael Deaver reportedly turns down requests for 15-minute meetings with the President because he thinks that no meeting can be held in such a short time frame.)

(3) *Who should attend?* Perhaps not all staff need to be there. On the other hand, persons not usually included could perhaps be asked to attend to provide new insight to an agenda item. Ask participants in advance if there is something they feel would be pertinent to the agenda. Let them understand what their role will be—are they there to work on a problem, contribute ideas? Circulate the agenda as well as other necessary materials ahead of time.

(4) *Start the meeting on time.* Stragglers will learn you mean business.

(5) *What's my meeting leadership style?* During a meeting, be open to new ideas, listen thoughtfully and stick to the agenda. One of Defense Secretary Casper Weinberger's aides was recently quoted praising his boss, "the old obfuscating techniques don't work with Cap. He has an internal gyroscope that keeps his course in any conversation." If the meeting objectives are not being met, end the meeting.

(6) *Have I done what I set out to do?* Adjourn the meeting on time and be sure to follow-up, or delegate to others, any activities, ideas or tasks brought up during the meeting. Evaluate how the meeting went, staff receptiveness and goal accomplishments.

A few suggestions

- Change the scene. The same room, the same seats get to be a rut. Meet in someone else's office.
- Start the meetings at odd times. One high level Government manager convenes her meetings, for example, at 10:13 instead of 10:00 because doing so calls attention to the time and people are less inclined to be late.
- A city official in Columbus, O., plays a "circle" game with his employees. "I ask someone to tell what he perceives to be the work problems of the person to his left, and so forth, till the circle is complete. This helps everyone understand each other's hassles and constraints and allows participation by all."
- A nonprofit management association director holds routine staff meetings but has a different person run the meeting each week. Everyone, whether support staff or professional staff, has a turn at leading.
- Have everyone stand. It's amazing how much faster a meeting goes when people aren't comfortably settled back into their chairs.
- Use a buzzer or a bell. A participant who feels the discussion has gone off-track can push the buzzer or ring the bell as a signal to get back on course.
- Arrange for speakers, either from the organization or outside it, on topics related to the organization's business. Short talks with discussion can be a rewarding learning experience for staff. This can be especially useful when training budgets are limited or when rumors in circulation must be addressed.
- Raise a controversial issue for discussion.
- Serve pastries. A novel idea, albeit caloric and costly, this courts the danger of turning the meeting into a social hour, but one professional association manager swears by it.
- Hire a consultant to train managers in meeting skills. Some private sector firms use outsiders to conduct their meetings. Theory has it that participants feel freer to contribute if their boss isn't running the meeting.
- Get a version of a model gadget called a "Consensor." The meeting leader punches in the salaries of those attending and the cost of the meeting flashes on a screen every six minutes.
- Staff meetings do not have to be a waste of time. And staff meetings do not have to be a bane to managers or employees. Try some of these ideas or some of your own when you meet again . . . and again . . . and . . . meeting adjourned.■

Appointments

White House moves to fill 5 more ambassadorships

3 are in South America, 1 in Africa, 1 in Near East

PRESIDENT REAGAN, as of late June, had announced his intention to nominate five more ambassadors. The nominations would require Senate confirmation. The five, in alphabetical order by posts, are:

—Paraguay—Arthur H. Davis Jr., a Colorado businessman and realtor, to replace Lyle F. Lane.

—Suriname—Robert Werner Duemling, chief of the national contingents section, Multinational Force and Observers (Sinai), to succeed John J. Crowley Jr.

—Swaziland—Robert H. Phinny, Michigan businessman and investment broker, to succeed Richard C. Matheron.

—United Arab Emirates—George Quincey Lumsden Jr., deputy director of Arabian peninsula affairs, to replace William Wolle.

—Venezuela—George W. Landau, former ambassador to Paraguay and Chile, to replace W. H. Luers.

Following are biographical sketches of the persons chosen by the administration.

* * *

Paraguay

Arthur H. Davis Jr. has been president of Arthur Davis & Associates, Inc., Lakewood, Colo., since 1976. From 1974 to 1976 he was manager and director of leasing of a shopping center in that city. During his career he was also a meteorologist with Pan American-Grace Airways, Santiago, Chile, 1945-46; meteorologist, United Airlines, Denver, 1956-62; director of public relations, 1962-63, and vice president, 1963-68, Von Frellick Associates, Denver; president, the New Englewood Co., a subsidiary of Von Frellick, 1963-68; president of Villa Enterprises, Inc., Lakewood, 1968-78; consultant, Villa Italia, Ltd., Lakewood, 1968; and director of leasing, Loup-Miller Companies, Denver, 1971-74.

Mr. Davis

Mr. Duemling

Mr. Phinny

Mr. Davis was born in Brockton, Mass., on October 6, 1917. He attended the Air Force Meteorology School, 1942, and the University of Colorado, 1956-59. From 1942 to 1945 he served in the Army Air Force. He is a member of the International Council of Shopping Centers, the Institute of Real Estate Management, and local, state and national boards of realtors. Mr. Davis is married to the former Marian James; they have a son and three daughters.

* * *

Suriname

Robert Werner Duemling, a minister-counselor in the Senior Foreign Service, joined the Foreign Service in 1957. He has held assignments as foreign affairs officer in the Department's Executive Secretariat, 1958–60; staff assistant to the ambassador, then political officer, Rome, 1960–63; and consular officer, then economic officer, in Kuala Lumpur, Malaysia, 1963–65.

After a tour as principal officer in Kuching, Borneo, 1965–66, he became economic officer for Malaysia and Singapore in the Department. From 1967 to 1970 he was special assistant to the assistant secretary for East Asian and Pacific affairs, and staff director of the East Asian Interdepartmental Group in the Department. He acted as liaison officer for the exposition in Osaka-Kobe, Japan, in 1970.

In recent years Mr. Duemling studied Japanese in Yokohama, 1970–71; served as chief of the external political section, Tokyo, 1971–74, and as executive assistant to the deputy secretary of state, 1974–76. From 1976 to 1980 he was deputy chief of mission in Ottawa and, from 1980 to 1981, he was a member of the Executive Seminar in National and International Affairs.

Mr. Duemling was born in Ann Arbor, Mich., on February 8, 1929. He received a bachelor's in 1950 and a master's in 1953—both from Yale. From 1952 to 1953, he was an instructor at the university. He then served as an air intelligence officer, with the rank of lieutenant, in the Navy, 1953–57.

Mr. Duemling won the Department's Meritorious Honor Award in 1972. He is married to the former Louisa Copeland Biddle.

* * *

Swaziland

Robert H. Phinny has been with the R.H. Phinny Co., Fremont, Mich., since 1957. From 1949 to 1957 he was a salesman, then assistant to the director of public relations, Gerber Products Co., also in Fremont.

Mr. Phinny was born in Oil City, Pa., on March 15, 1921. He attended the University of North Carolina, 1941-42, and received a bachelor-of-science degree from Babson College in 1948. From 1942 to 1945 he served as a lieutenant in the Navy. He is married to the former Sally Gerber; they have four children.

* * *

United Arab Emirates

George Quincey Lumsden Jr. joined the Foreign Service in 1957 and was assigned as a program officer in the Department's Reception Center in New York. He later was a consular officer in Izmir, Turkey, 1959-62; economic officer in Bonn, 1962-64; and consular and political officer in Amman, Jordan, 1965-67.

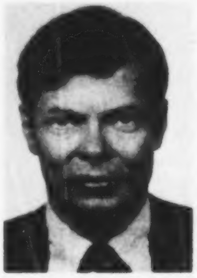
After taking Arabic language and area studies in Beirut, 1968-69, he became chief of the economic section in Kuwait. He returned to Washington in 1972 as country officer for Kuwait, Bahrain, Qatar and the United Arab Emirates. Mr. Lumsden then was general economic policy officer in Paris, serving from 1976 to 1979. He returned to Washington in 1979 to assume his current position in the Near East bureau. In 1981 he was appointed a Foreign Service officer of Class 1.

Mr. Lumsden was born in Montclair, N.J., on September 19, 1930. He received a bachelor's from Princeton in 1952, and also attended Georgetown, 1956-57. From 1952 to 1955 he was a lieutenant in the Navy. He then became a group service representative with the Prudential Insurance Co., in Newark and Pittsburgh. He is married to the former Helen Parissis; they have a son and a daughter.

* * *

Venezuela

George W. Landau, a minister-counselor in the Senior Foreign Service, joined the Department in 1957 as commercial attaché and chief of the economic section in Montevideo, Uruguay. From 1962 to 1965 he was political officer, then deputy chief of mission, in Madrid. After a year's study at the Canadian National Defence College, 1965–66, he was named country director, Office of Spanish and Portuguese Affairs, in the Bureau of European Affairs.



Mr. Lumsden

Mr. Landau

Mr. Landau was ambassador to Paraguay, 1972–77, and to Chile, 1977–82. Early this year he was appointed executive director, Presidential Commission on Broadcasting to Cuba. He held that position until April. Before joining the Foreign Service, Mr. Landau was assistant vice president, International Foreign Freight Forwarders, 1942–55, and general manager, American Automobile Distributor, Colombia, 1955–57.

Mr. Landau was born in Vienna on March 4, 1920. He attended Pace College, 1941, and New York University, 1941–42. He received an associate in arts from George Washington University in 1969. He served as a captain in the Army, 1942–47, and colonel in the Army Reserve, 1947–75. He won the Department's Superior Honor Award in 1970.

Mr. Landau is married to the former Maria Jobst; they have two sons. □

East-West Center

Secretary Haig has appointed Gweneth Gayman, of La Canada, Calif., Los Angeles educator, to the board of governors of the East-West Center in Honolulu. The center seeks to promote good relations between the United States and the nations of Asia and the Pacific through cooperative study, training and research. □

Fisheries appointment

President Reagan has appointed Dayton L. Alverson of Washington as a U.S. commissioner on the International North Pacific Fisheries Commission, for a four-year term. □

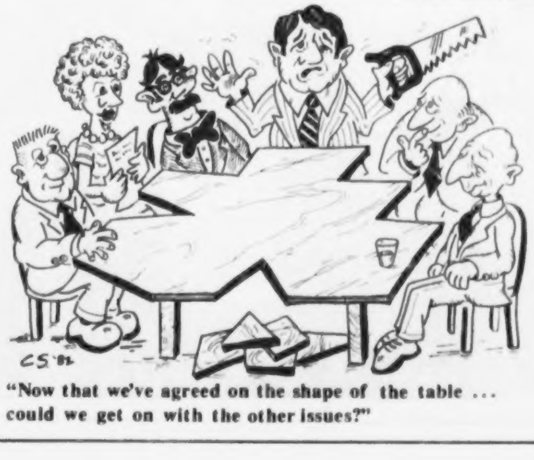
Alba is named

Joann Alba has been appointed as the new correspondence review officer in the Executive Secretariat. □

Bloomfield goes to Boston

Richard J. Bloomfield, a career Foreign Service officer and ambassador to Portugal since 1978, has been named the new director of the World Peace Foundation, a nonprofit organization in Boston that sponsors research, writing and public discussion on international issues. ■

Buy U.S. savings bonds and feel proud.



"Now that we've agreed on the shape of the table ... could we get on with the other issues?"

Honors and Awards

London's Marie Dowsett wins $3,000 award

Marie J. Dowsett, a Foreign Service national who is a budget and accounting supervisor at Embassy London, has won a $3,000 cash award from the Department for her "alertness, persistence and initiative" in recommending that the embassy install meters to determine charges for water and sewage. Mrs. Dowsett's suggestion is expected to save the U.S. Government approximately $80,000 a year in utility bills.

The award citation noted that water and sewage charges had been paid to the Thames Water Authority on the basis of valuation of the embassy premises, not on water and sewage services actually furnished by the authority. When Mrs. Dowsett received the utility bills for April 1980, she discerned in the small print that an optional method (metered usage) was available for "occupiers of commercial and industrial premises with an annual valuation of more than 25,000 pounds."

Mrs. Dowsett made persistent inquiries concerning the optional method and eventually obtained estimates of the cost to the embassy if the metered plan were adopted. In November 1980 the embassy installed the meters "as a result of her initiative and her study of the comparative costs."

"The savings to be realized over the forthcoming years are quite substantial," her nomination noted. It was signed by Ambassador John J. Louis Jr., administrative counselor David C. Fields and budget and management officer Ralph B. Hartwell and approved by State's Awards Committee. □

U.S. staffers in Banjul cited for heroism

U.S. embassy employees in The Gambia have received awards from Ambassador Larry G. Piper for their performance during a coup d'etat attempt last summer. Richard D. Broadway, general services and consular officer, and Momodou Camara, general services expediter, received heroism awards for helping to rescue five families from an apartment building some distance from the embassy, where rebels had begun to ransack. Personnel assistant Linda C. Bettles, who was forced to remain in the embassy during the eight-day uprising, received a Meritorious Honor Award for her "calm and efficient manner" in assisting the ambassador and host government dignitaries who sought refuge in the embassy. For their efforts in assisting 128 other people who took refuge at the ambassador's residence, Thomas A. Moser, AID, received a Meritorious Honor Award and George T. Scharffenberger, Peace Corps country director, received a special achievement award. □

BANJUL, The Gambia—At awards ceremony, from left: ***Mr. Moser, Mr. Scharffenberger, Ms. Bettles, Mr. Broadway, Mr. Piper, Mr. Camara.***

From left: *Francis J. Matthews, Bill Culley, Marilyn J. Holmes. (Photo by Donna Gigliotti)*

It's a 'Gold Screen' award for State-ICA videotape

The State Department and ICA have won a Gold Screen Award for "outstanding audio-visual products completed in 1981," in a contest sponsored by the National Association of Government Communicators. The award was presented at the organization's annual banquet at Hotel Washington on June 18.

The judges cited a 35-minute videotape, "Family Liaison Office, Mental Health Series—Re-entry: Coming Home," which was entered in the film/videotape "internal communication" category. Members of the production team for the film received honorable-mention certificates. They were Francis J. Matthews, director, Office of State Magazine and Public Affairs, Bureau of Personnel; Marilyn J. Holmes, director, Family Liaison Office; and Bill Culley, producer-director, ICA.

"Re-entry: Coming Home" is the fourth videotape in a series. It examines one of the difficult moves that foreign affairs people make—returning to the United States. The videotape features Patricia Nida, an expert in the field of relocation of people, and a cross-section of Foreign Service employees and family members who have served abroad. ☐

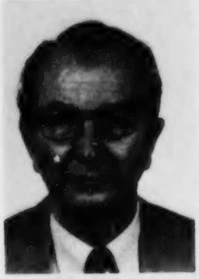
Brussels' economic officer wins Food and Drug praise

Mary E. McDonnell, counselor for economic affairs in Brussels, has received a special citation from the U.S. Food and Drug Administration for her help in investigating a botulism outbreak.

Ms. McDonnell

In an incident where a Belgian man died and his wife became ill after eating a U.S. brand of canned salmon, Ms. McDonnell served as the main contact for officials working on the case in Washington, according to the Department of Health and Human Services. She was said to be the "eyes and ears" on the scene. She confirmed and described what had happened, ascertained how the salmon was obtained, found the answers to several technical questions, contacted the appropriate Belgian government officials, then helped make arrangements for an interpreter and an arriving investigator from Washington. Much of this work was done in French, over a weekend, on Ms. McDonnell's free time.☐

Harvey Winter is honored by N.J. patent lawyers



Mr. Winter

Harvey J. Winter, who heads the Office of Business Practices in the Bureau of Economic and Business Affairs, has been awarded the Jefferson Medal of the New Jersey Patent Law Association for his work as a "diplomat . . . protecting property rights of patents, trademarks and copyrights, worldwide."

In accepting the honor at New Brunswick, N.J., Mr. Winter described the role of State in negotiating treaties that protect intellectual properties. Previous recipients of the medal include Supreme Court Justice Tom C. Clark.

Mr. Winter had earlier—in 1971 and 1975—received Superior Honor Awards from the Department. ■

ZAGREB, Yugoslavia—Foreign Service national employee *Josefina Deronja* receives Meritorious Honor Award from consul general *Olaf Grobel*.

It's Rig
be La

PARIS—The Foreign Service national staff of the regional security office at the U.S. embassy receive Meritorious Honor Award. From left: *Louis Lasne, Aline Dubois, Marcel Pousin, Jacques Pierron.*

'Class of '57' does the 'Remember when?' number

Thirteen members of the June 1957 Foreign Service officer class gathered at lunch at the Foreign Service Club recently for their first reunion in 25 years. They had been contacted by Edward C. Bittner, deputy director of the Office of Food and Natural Resources, Bureau of Oceans and International Environmental and Scientific Affairs, who told them the time had come for a "spontaneous homecoming." He set it up for June 11, the date the class was sworn in 25 years ago. "We had no program, no speakers," he said. "It was a nice get-together over a leisurely lunch. We plan to have other meetings."

Those attending are shown in the above photograph, from left (seated): *Raymond C. Collins*, now with the Administration for Children, Youth and Families, U.S. Department of Health and Human Services; *Ange Hassinger*, CIA; *Donald Kruse*, Office of Foreign Service Career Development and Assignments. Standing: *John M. Gregory Jr.*, Bureau of East Asian and Pacific Affairs; *Robert S. Steven*, Office of the Inspector General; *Edward C. Woltman Jr.*, Office of Central American Affairs, Bureau of Inter-American Affairs, State.

From the "Class of '57". *(Photo by Robert E. Kaiser, Visual Services)*

On right, seated: *John McAlpine*, Latin American program leader, Scientific and Technical Exchange, Department of Agriculture; *Mike Yohn*, Embassy Mexico City; *Dale Povenmire*, Office of Regional Political Programs, Bureau of Inter-American Affairs; *Herb Mitchell*, Embassy Santo Domingo. Standing: Rev. *Donald R. Morris*, rector, Episcopal Church of the Holy Communion, Washington; *Mr. Bittner; Sean M. Holly*, labor and social affairs adviser, Office of Inter-African Affairs.

Diplo-Crostic No. 16

BY CAROL BECKER

Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 15" appeared in the May issue; the solution was in the June STATE.)

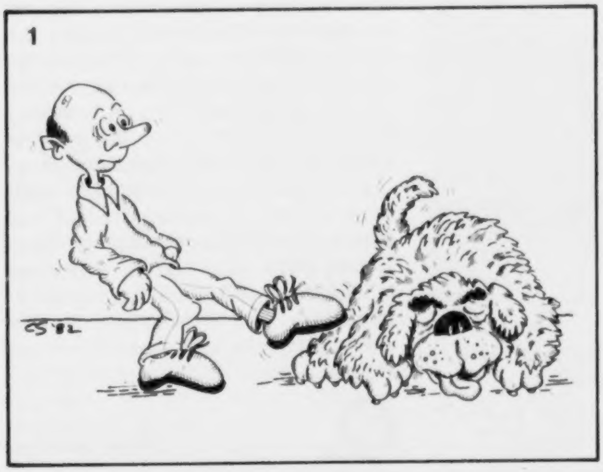
1S	2L	■	3F	■	4D	5I	6M	7F	8T	9O	10C	11N	■	12K	13I	14E	■	15K	16U
17Y	18b	19D	20O	■	21K	22X	23C	■	24A	25b	26J	■	27L	28K	29M	■	30U	31O	32I
33F	34P	■	35Z	36Q	37E	■	38J	39E	■	40Z	41B	42W	43D	44S	45K	46P	■	47H	48G
■	49L	50I	51D	52S	■	53V	54Y	55D	56a	57U	■	58L	59N	60b	■	61Y	62R	63U	64O
■	65H	66R	67M	68C	69P	70Y	71V	■	72b	73F	74J	■	75L	76V	77Y	78P	79F	80B	81O
82W	83R	84S	■	85B	86O	87X	■	88B	89P	90Y	91Q	92I	93A	■	94V	95a	96L	97R	98K
99C	■	100K	101D	102M	103B	■	104F	105N	■	106P	107L	108b	■	109I	110U	111K	112E	113b	114H
115a	116G	117M	■	118S	119A	120Y	121E	■	122G	123B	124J	■	125H	126J	127Q	128F	129S	■	130J
131N	132X	■	133Z	134P	135Q	136N	137U	138A	139F	140D	■	141D	142L	143V	■	144Z	145J	146T	147K
148X	149b	■	150C	151N	■	152G	153A	154b	155B	156V	■	157U	158B	159E	160D	■	161M	162N	163Y
■	164S	165C	166D	167Z	■	168S	169a	170U	■	171H	172W	173G	■	174N	175K	176Z	177V	178M	179Y
■	180I	181A	182S	183U	184O	185G	■	186W	187I	188G	189C	■	190V	191Q	192R	193b	■	194B	195J
196T	197O	198b	■	199C	200I	201P	■	202K	203B	204I	205H	206U	207P	208U	■	209R	210A	211E	212D
■	213K	214L	215H	216C	217A	218G	219O	220P	221U	222Z	223b	■	■	■	■	■	■	■	■

DEFINITIONS	WORDS
A. Centers of night life	119 210 138 217 181 24 153 93
B. Heisman Trophy winner of the 1950s	85 155 194 103 203 41 80 88 123 158
C. Final military defense	68 216 189 199 23 150 165 10 99
D. Derby winner in 1908	4 141 43 140 101 19 166 212 55 160 51
E. Part of London	14 159 211 39 112 121 37
F. A successful defender of the America's Cup	79 33 7 104 3 73 128 139
G. "a satire against the _____ of our prosperity" (*Timon of Athens*, V)	152 116 48 122 188 173 218 185
H. What WORD I wants on the ball	171 47 215 65 125 205 114
I. 1968 USTA champion	109 32 204 13 5 92 187 180 200 50
J. "that _____ day in latter August" (Robert Lowell, 1948)	195 38 126 26 124 130 145 74
K. Purest form of democracy	111 175 21 28 147 45 98 12 213 202 15
L. "'Tis the gondola of London" acc. to Lothair Disraeli	107 58 142 2 96 214 75 27 49
M. "A mollusk is a cheap _____ of man" (R. W. Emerson)	102 29 6 161 67 178 117
N. Member of the PGA Hall of Fame	174 136 105 162 151 11 131 59
O. Dog star	64 9 20 81 31 86 184 219 197
P. U.S. Gold Medalist in 1932 Olympics	201 34 46 89 134 106 220 69 78 207
Q. Regional organization in Asia	127 135 191 91 36
R. Sports arena in Kansas City	97 83 209 66 62 192
S. Eurasian thistlelike herb	84 1 164 168 44 182 118 129 52
T. "I intended an _____ and it turned into a sonnet" (H. A. Dobson)	196 8 146
U. U.S. Gold Medalist in the Marathon	110 137 16 221 57 208 157 206 170 30 63 183
V. Plays negligently with	177 190 76 71 53 156 143 94
W. Hoist; lift	172 42 186 82
X. American bridge builder	148 22 87 132
Y. He hit 331 home runs	77 17 120 70 179 61 163 54 90
Z. Fixed a tax	35 176 144 222 40 167 100 133
a. "The _____ is nothing but a circumambulatory aphrodisiac" (Christopher Fry)	95 115 169 56
b. Coach in the Basketball Hall of Fame	193 60 198 72 113 149 154 223 18 25 108

Animal Adages

AGREED: One of the best reasons to work for State is the opportunity it gives you to read fascinating and well-written papers—cables, memos, circulars, reports, etc. Although the papers are uniformly perfect in quality, there is always room for improvement. One approach might be for drafting officers to sprinkle the text—as some clever ones already do—with references to the animal kingdom. Just from looking at the drawings, can you guess what these wordsmiths have wrought? (Answers on Page 50.)

1



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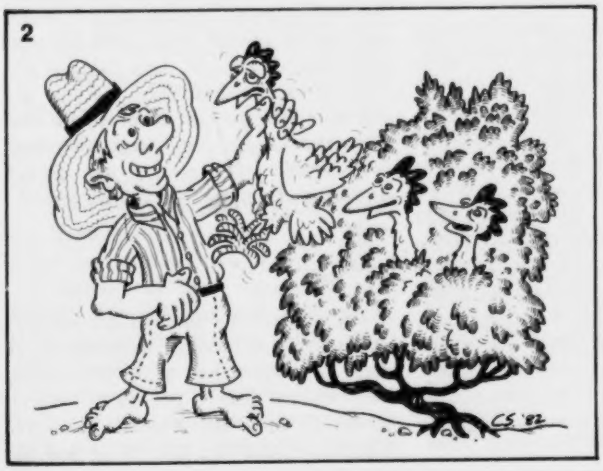
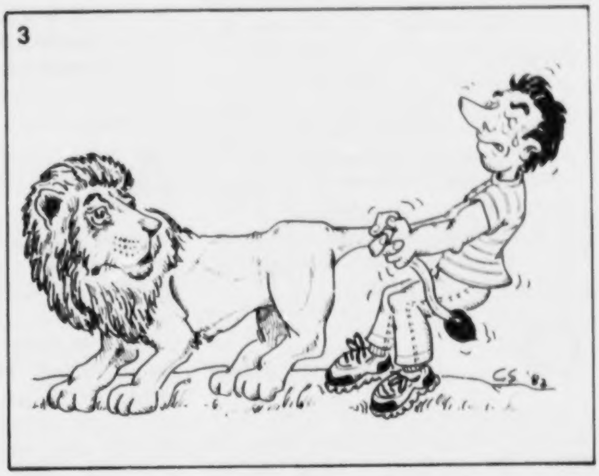


3



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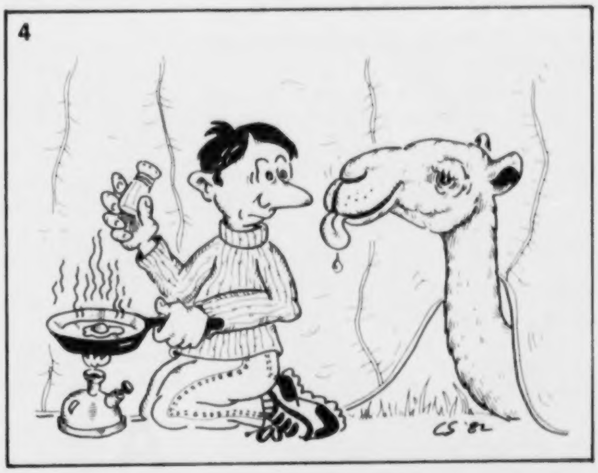
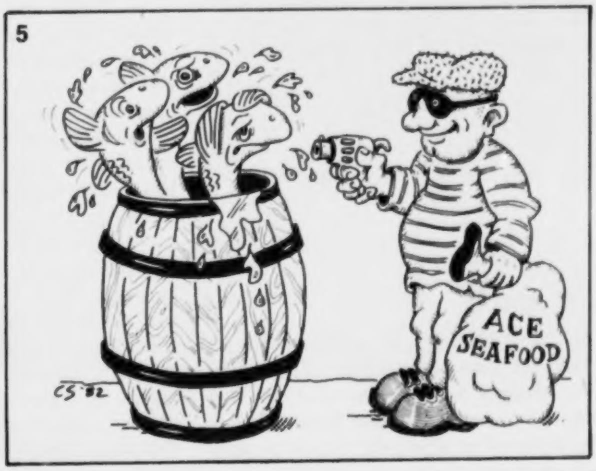


5



Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.*

Q. WESTERN HEMISPHERE

I've a pet peeve about one of the questions on your physical exam form. On Page 2 the examinee is asked whether he or she has consulted or been treated by clinics, physicians, healers or other practitioners and, if the answer is yes, to provide names, addresses, dates and other details. I question the effectiveness of answering this question, and whether there is anyone who answers this question in detail. ALL the doctors one has consulted throughout one's entire life?

A.

You've hit upon a flaw in our medical history form. It will be corrected when a new form is published. I anticipate that the new form will ask for similar information, but will designate a specific time frame. That is, "Have you consulted or been treated by physicians or other practitioners since your last medical clearance examination? If so, please identify the dates, diagnoses, etc." Thanks for your perspicacious question. We are indeed aware of the situation and appreciate your comments.

Q. EUROPE

My wife had poison ivy last summer and the over-the-counter preparation we brought worked fine at first. But then it seemed to make it worse. Her rash flared up again the second or third week and looked angrier than ever. We've forgotten the name of that drug. What should we do if she again gets poison ivy while camping this summer?

A.

I suggest that you use straight calamine lotion or cool compresses to control the pain and itching. I do not recommend the over-the-counter product that includes an antihistamine with the calamine lotion. The problem is that adding an antihistamine such as benadryl to the calamine lotion may sensitize the skin. And, as happened with your wife, a rash develops later in the illness—from the very medication that was to control the rash in the first place! The other significant problem is that use of benadryl or an antihistamine directly on the skin can sensitize the body, so that later oral, topical or intravenous use of benadryl can itself cause an extensive reaction—including a nasty rash.

Q. AFRICA

Should malaria suppressant pills be taken during pregnancy?

A.

Malaria infection poses a serious threat to the pregnant woman and her fetus. For this reason, malaria prevention measures with chloroquine or another four-amino-quinoline are in order in areas with chloroquine-sensitive malaria. Chloroquine has not been found to have any harmful effect on the fetus when used in the recommended doses. There are other drugs, specifically pyrimethamine and primaquine, which are contraindicated in pregnancy. Therefore, if you are pregnant or are likely to become so, you should not travel to areas where the presence of chloroquine-resistant malaria requires the use of these drugs.

Q. WASHINGTON

Is lupus a chronic disease?

A.

Systemic lupus erythematosus (SLE) is an inflammatory disease of blood vessels in the connective tissue. Connective tissue binds the body's cells the way mortar binds the bricks of a building. SLE can change these tissues, producing abnormalities in the function of the kidneys, heart and brain. There is also a condition called "discord lupus," which is confined to the skin and is considered a benign (less serious) condition. For the present, systemic lupus is considered a chronic disease. But in view of the progress that has already been made in controlling SLE, it may not always be. Clues as to the possible cause are being identified through research. There may be a familiar tendency toward a malfunction of the body's defense mechanism, or there may be a virus involved. By definitively identifying and establishing these relationships, additional research may aid in early diagnosis, prevention and cure.

Q. WEST AFRICA

Our two-year-old is authorized to travel back to the United States with my wife when she returns in early fall for the birth of our second child. I know my wife is eligible for per diem before and after the baby's birth, but does our two-year-old also receive per diem? And what about the infant after birth?

A.

If the dependent children are authorized travel on medical evacuation orders in conjunction with your wife, they are entitled to per diem—which normally does not exceed 90 days. Children under the age of 11 are allowed only half per diem. There is no minimum age for per diem. Therefore, once the infant has left the hospital, the new baby will be entitled to half per diem as well.

Q. EUROPE

What is a tubal pregnancy? How does it affect prospects for becoming pregnant?

A.

A pregnancy developing outside the uterus is generally referred to as an ectopic pregnancy. Usually, an ectopic pregnancy refers to a fetus growing in one of the Fallopian tubes, hence the phrase "tubal pregnancy." In rare instances, the pregnancy occurs in the abdomen. You will recall that, after the egg is produced by the ovary, it travels in the Fallopian tube, where it is fertilized. Subsequently, it embeds itself in the wall of the uterus as the nine-month pregnancy begins. When the egg implants in the tube, rather than in the uterus, and the fetus begins to grow, the small tube will eventually rupture. This is a medical emergency. Prompt surgical intervention and early detection of this condition minimize the dangers of hemorrhage. After surgery, which involves complete removal of the tube, possibilities for pregnancy are not necessarily diminished, since ovulation or egg production thereafter can still occur.☐

Dr. Korcak's health hints

Medicine cabinet clutter

In most people's medicine chests are haphazard accumulations of half-used and outdated medications. They can actually be more dangerous than helpful. If your medicine cabinet fits this description, it's time to do something about it.

Almost all medicines deteriorate with age, particularly when exposed to heat, air, moisture and light. Ideally, you should discard the "deadwood" from your medicine cabinet once a month. Start your cleanup by disposing of the following:

—Any medicine that has changed color, formed a residue at the bottom of the bottle or is more than two years old.

—Aspirin that are crumbly or that give off a vinegary odor.

—Hydrogen peroxide that no longer bubbles vigorously when applied.

—Antiseptic solutions that have become cloudy (unless the label says this is all right), or have a solid residue at the bottom.

—Milk of magnesia that has become caked.

—Ointments (or salves) that have separated, developed spots or become discolored.

—Nose drops that have become cloudy or have developed a sediment.

—Eyewash or eye drops left over from treating any eye disorder (fungus growth may develop in these).

As you dispose of the clutter, be sure the trash receptacle is *not* accessible to infants or children.☐

DACCA, Bangladesh — Ambassador *Jane Able Coon* at opening of the new combined Health Unit/Mission Liaison Office. With her, from left: *Rita Brooks*, mission liaison officer; Dr. *Paul A. Goff*, regional medical officer; *Rebecca J. Powers*, embassy nurse; and (partially hidden) secretary *Linda McDermott*.

Alcohol Awareness Program

'Chances are . . . 50–50 you know someone who drinks too much'

The following article, submitted by the Office of Medical Services, is reprinted from a pamphlet published by Ambassador College, Pasadena, Calif.

Chances are better than 50–50 that you know someone who drinks too much. And if it is a close friend, relative, or mate, you are suffering right along with the problem drinker. It isn't true that people with drinking problems only hurt themselves. Experience shows that at least four other persons are affected by the behavior of a problem drinker. He can't keep his problem contained within himself—it affects his family, friends, fellow workers and employers.

How can you help? Here is a list of do's and don'ts to effectively deal with a problem drinker:

Do

—Learn about the illness and sources of treatment. Read the literature printed by health agencies. Visit an alcoholic treatment center. Look into programs available in your community. Most people know little or nothing about alcoholism. And what they think they "know" is probably made up of mostly myths and misconceptions.

—Discuss the situation with someone you trust—a clergyman, social worker, a friend—preferably someone who has experienced alcoholism personally or as a family member.

—Try to remain calm, unemotional and factually honest speaking with the problem drinker about his behavior.

—Let the problem drinker know that you are reading and learning about alcoholism. Let him know where he can go for help.

—Establish and maintain a healthy atmosphere at home, and try to include the alcoholic member in family life.

—Explain the nature of alcoholism to the children involved.

—Encourage new interests and participate in activities that the alcoholic enjoys—except drinking, of course.

—Be patient, live one day at a time. Alcoholism generally takes a long time to develop—it can't be cured overnight. Expect and accept setbacks with perseverance and calmness.

Don't

—Attempt to punish, threaten, bribe, preach. Don't play the role of martyr.

—Cover up or make excuses for the alcoholic person or shield him from realistic consequences of his behavior.

—Take over his responsibilities, leaving him with no sense of importance or dignity.

—Hide or dump bottles, or shelter the problem drinker from situations where alcohol is present.

—Argue with an alcoholic when he is drunk.

—Drink along with the problem drinker.

—Ride with the alocholic person if he insists on drinking and driving.

—Accept guilt for another's behavior.

In short, don't ignore the problem or be afraid to get involved. *Do* learn about alcoholism, guide the drinker to help, and support him in his battle with the bottle. [End of reprint.]

Remember:

Alcoholism is a medical problem, and the regulations covering medical confidentiality apply. If you are overseas, consult regional medical officers and Foreign Service nurses for information and guidance in regard to diagnosis, referral and treatment. Don't hesitate to talk to them.

Al-Anon, an organization to help the spouse and family of the alcoholic, exists worldwide. Contact Al-Anon Family Group Headquarters, Inc., P.O. Box 182, Madison Square Station, New York, N.Y. 10010, for the location of the group nearest you.

The Department of State Alcohol Awareness Program is designed to help the alcoholic and the members of his family. In Washington, there are two Alcoholics Anonymous meetings and an Al-Anon meeting weekly during the lunch hour in the Main State building. If you have any questions, please call or write: Administrator, Alcohol Awareness Program, M/MED/AAP, Room 3818, Department of State, Washington, D.C. 20520, telephone (202) 632-1843 or 632-8804. ■

Bring your books, now, to the Bookfair bins

Books are being accepted now for the Bookfair next fall sponsored by the Association of American Foreign Service Women. The organization is seeking clean, undamaged books of all kinds—hardback and paperback, fiction and nonfiction, in English and other languages. Contributions of stamps, maps, posters, records, paintings, prints and small art objects from around the world are also welcome.

Contributors may bring their materials to the book bins in the Department, or they may arrange for direct pickup by calling 223-5796, 9:30 a.m. to 3:30 p.m., except Wednesdays and weekends. All donations are tax-deductible. Proceeds are used for scholarships for Foreign Service children and for community projects in the District of Columbia.

The Bookfair this year will run from October 30 through November 1, and from November 4 through 6. The hours will be 10 a.m. to 4 p.m. ☐

Petrolimerick

Said the chief of the Bedouin band,
"We are nomads because of the sand:
Our horizons are vast,
But we're chained to the past
By the shortage of Arable land."

—Basil Wentworth☐

Sign up for the Payroll Savings Plan—any amount you specify. Set aside each payday for U.S. savings bonds.

Personnel: Foreign Service

Appointments (June)

Buflo, J. Leonard, East Asian and Pacific Affairs
Casey Jr., William R., Niamey
Dailey, Peter Heath, Dublin
Eckert, Fred J., Suva
Holda, William J., Office of Security
Monk, Rose Marie, Bridgetown
Nickel, Herman W., Pretoria
Schmitt, Monica J., East Asian and Pacific Affairs
Smith, Susan P., Kinshasa
Smyth, Janice S., Baghdad

Appointments (May)

Barnes, Dorothy E., Damascus
Barrera, Margarita, Managua
Becker, David Cortelyou, Training Complement
Beckham II, Herman M., Paris
Benner, Norma R., Quito
Boyd, Paul Lawrence, Training Complement
Brandt, John J., Paris
Bush, Wayne Jeffrey, Training Complement
Clouatre, Dana L., Training Complement
Cohen, Rita M., Georgetown
Delaney, Michael John, Training Complement
Dwight, Pamela, Mexico
Fancher, Nelia A., Buenos Aires
Fermoselle, Pamela M., Santo Domingo
Friedmann, Carmen R., Santiago
Furgal, Joseph, Kathmandu
Garrity, Mary Kay, U.S. Mission to Geneva
Gonzalez, Richard F., Training Complement
Hamilton, Anne W., Training Complement
Harrison, Beverly O., Brasilia
Hoeft, Kenneth J., Yaounde
Jackson, Gerard Joseph, Training Complement
James, Yvonne E., Karachi
Jarrett, Kenneth Howard, Training Complement
Johnson, Joseph H., Algiers
Jones, Deborah Kay, Training Complement
Junod, Gloria A., Tokyo
Karp, Craig Mallory, Training Complement
Kinney, Jeanne M., Baghdad
Kirby, Sara P., Georgetown
Leader, Joyce Ellen, Training Complement
Malott, Frank Stephen, Training Complement
Mason, Nanette, Guadalajara
Mathieu, Erick, Port-of-Spain

FOREIGN SERVICE INSTITUTE— *Marie Burke,* **chief of Employee Services Center, assists** *Nelia Fancher* **and other graduates of the Foreign Service secretarial training class in registering in log book of the Foreign Service Lounge. The others are, second row, left to right:** *Sue Nelson, Joy Olson, Deborah Williams, Jeanne Kinney, Karen Barnes.* **Last row:** *Beverly Harrison, Gloria Junod, Yvonne James, Mary Wood, Paulette Taylor, Renee Leuman, Donna Garrett* **(faculty). Not available for photo: Mary Kay Garrity and Diane Manago.**

Matthews, Lamoyne Mason, Training Complement
Nelson, Diana Sue, Tegucigalpa
Nelson, Ronald R., Vienna, Mutual and Balanced Force Reductions
Olson, Joy Lynn, Stockholm
Park, Deborah Perrie, Training Complement
Parkin Jr., Ernest J., Training Complement
Perez, Julio Trejo, Training Complement
Schofield, William Potter, Training Complement
Sison, Michele Jeanne, Training Complement
Smith, Catherine M., Intelligence and Research
Stepanchuk, John C., Training Complement
Stewart, Harold C., Copenhagen
Stillson, Christine L., Port-au-Prince
Tanoue, Theodore, Training Complement
Terzuolo, Eric Robert, Training Complement
Vazquez, Xavier, Valletta
Vickers, Willie Jo, Buenos Aires
Wallace, Mildred C., Port-of-Spain
Weisberg, Robert I., Training Complement
Whaley, Peter Frederick, Training Complement
Wickham, Julie S., Georgetown

Transfers (June)

Arnold, Elizabeth M., East Asian and Pacific Affairs to Manila
Ashby, Holly Hamachek, Quito to Copenhagen
Baker, Stephen P., Office of Security, Secretary's Detail to Beirut
Balsitis, James E., Office of Communications, Security Division to Naples
Becker, Donald A., Kingston to Moscow
Bialecki, Paul A., Lilongwe to Port Louis
Bies, Bernard W., Valletta to Karachi
Blanchard, Leroy D., Kampala to Medan
Bloom, Marcia S., Training Complement to Bamako
Bodde Jr., William, Suva to Inter-Governmental Assignment
Britt, Swain A., Sinai Field Mission to U.S. Mission in Geneva
Cassady, John E., Frankfurt to Bangkok
Cassiano, Hector G., Santiago to Lisbon
Chapman, Christian A., Paris to European Affairs
Connuck, Bruce E., Foreign Service Institute, Language Training to Ankara
Conyngham, Carole B., Foreign Service

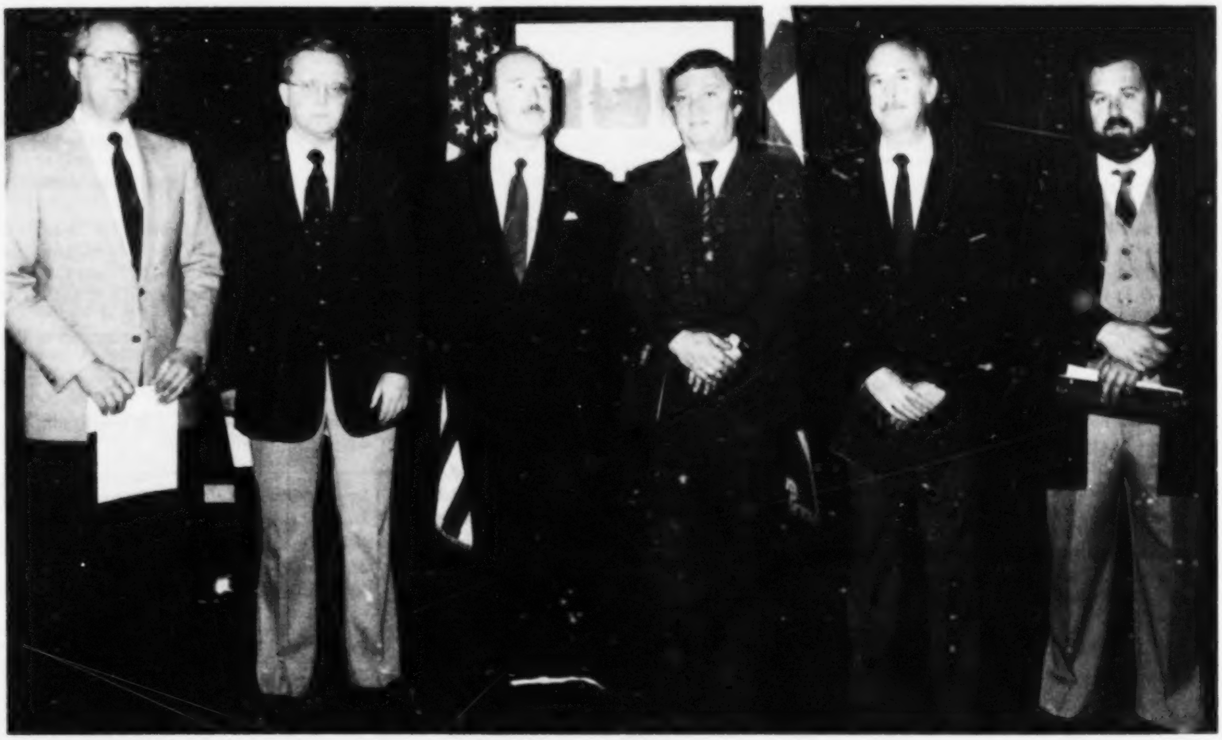
Transfer Tremors . . . . *by ebp*

I was almost transferred to SAUDI ARABIA, but when I yelleD "HAH," RAN out the door, they decided I really didn't want to go.

I was almost transferred to PERU, but after taking my career counselor out to a meaL I MAnaged to get another post.

I was almost transferred to CANADA, but when I tried to get my snow tracT-OR ONTO my orders, they were canceled.

BERLIN—Ambassador *Herbert Okun* presents promotion warrant to Sgt. *Eric Wagner* of the embassy's Marine detachment. Sgt. Wagner's parents, Air Force Col. and *Mrs. Richard Wagner*, watch.



SANTIAGO, Chile—At awards ceremony, from left: ***Baldur Koenig, Lawrence R. Fouchs,*** **Ambassador** ***James D. Theberge, Jorge Castillo, Guillermo Acuña, Pedro Lehuedé.***

Institute, Language Training to Bangkok

Croteau, Charles E., Lilongwe to Casablanca

Davenport III, Francis M., Seoul to Korean Affairs

Dickason, H. Richard, Greece to Office of Communications

Drake, Harold A., Malaysia to Athens

Duncan, Eric N., London to Cairo

Eckes, Marie E., Jakarta to Vienna

Ferren, Malvin B., Rio de Janeiro to Office of Communications

Finneran, Robert T., East Asian and Pacific Affairs to Manila

Ford, Janet A., Guangzhou to St. Johns

Ford, William W., Georgetown to Rome

Ganski, Michael J., East Asian and Pacific Affairs to Singapore

Gentry, Doyle E., International Organization Affairs to Seoul

Goeckermann, Robert H., Madrid to Oceans and International Environmental and Scientific Affairs

Hanisch, Gerald L., Nouakchott to Brussels

Hansen, Ruth G., Office of Foreign Service Career Development and Assignments to Mexico

Haydu, William J., Athens to Office of Communications

Holmes, J. Anthony, Cairo to Damascus

Howard, Linda S., Montevideo to Beijing

Husar, Patrick David, Bombay to Cebu

Jameson, Donald L., Jakarta to Surabaya

Jones, Henry N., Brussels to Nicosia

Jones, William L., Abidjan to Manila

Keith, Barbara E., Paris to Ankara

Kellner, Kenneth J., Office of Security, Washington Field Office to Tokyo

King, Maria-Jesus, Northern European Affairs to Madrid

Kludt, Ramona Q., Brussels to Damascus

Kramer, Ronald James, Bridgetown to Monterrey

Labastida, Beatrice, Karachi to Mogadishu

Lichtenwald, Daniel H., Monrovia to Office of Communications

Lien, Thomas H., Prague to New Delhi

Lindsay, Josephine I., Rabat to Sydney

Lindsley, Karen R., Panama to Santiago

Lippincott, Stephen A., Tel Aviv to Tokyo

Mack, Kenneth Wesley, Monrovia to Stockholm

Magnani, Michael B., East Asian and Pacific Affairs to Bangkok

Markey Jr., John P., Mexico to Athens

Marques, Joseph J., Portugal to European Affairs

Melnick, Edward P., San Jose to Managua

Menyhert, Louis S., Mexico to San Salvador

Montague, John A., Bangui to Maseru

Moore, Alice R., Seoul to European Affairs, Office of Regional Affairs

Morton, Carole L., Mexico to Manila

Mowrey, Mark James, Training Complement to Frankfurt

Mraz, David S., U.S. Mission in Geneva to African Affairs

Mullen, Anne E., The Hague to Belgrade

O'Neill, Mary A., Bombay to U.S. Mission in Geneva

Ochmanek, David A., Foreign Service Institute, Language Training to Frankfurt

Pates, Bonnie J., Nairobi to Seoul

Peltier, Kenneth N., Paris to Ouagadougou

Pepper, Raymond J., Lahore to Amman

Pink-Illig, Alyce F., Tel Aviv to Bangkok

Pipal, Sueila, Abidjan to Sydney

Pitkin, Horace W., Germany to Bonn

Pressley Jr., Franklin B., The Hague to Manila

Prickett, Russell O., Bureau of Personnel to Belgrade

Quinn, Maureen E., Training Complement to Karachi

Reddy, Kathleen M., Training Complement to Islamabad
Reich, Thomas G., Training Complement to Manila
Rodriguez, Roberto, Diplomatic Pouch and Courier Division to Lisbon
Rooney, William F., Nicaragua to Inter-American Affairs
Runge, Karen Elizabeth, East Asian and Pacific Affairs to Singapore
Schloss, Donna Lee, Mogadishu to Beijing
Shea, Francis J., East Asian and Pacific Affairs to Hong Kong
Singer, Norman A., Visa Services, Office of Field Support and Liaison to Edinburgh
Stanger, Jill L., Brussels to European Affairs
Taylor, Richard L., Colombo to Bern
Tepas, Lois E., Islamabad to Rangoon
Thompson, Joanne M., Malabo to Bangui
Toussaint, Donald R., Colombo to Near Eastern and South Asian Affairs
Walker, Howard K., Pretoria to Lome
Weston, Stephanie A., Sao Paulo to Inter-American Affairs
Zuber, Helen A., Budapest to Moscow

Transfers (May)

Alexander, Thomas M., East Asian and Pacific Affairs to Singapore
Allen, James Beach, San Salvador to Capetown
Anderson, Joan N., Florence to Rabat
Araujo, Maria Peraza de, Tijuana to Rio de Janeiro
Barraclough, William G., Tokyo to European Communities, Brussels
Blount Jr., Guy L., Mexico to Office of Communications
Bolweg, Frank J., Office of Communications to Istanbul
Bortner, Caryl V.P., Rio de Janeiro to Singapore
Bowen, Elizabeth, Pakistan to Bureau of Personnel
Boyer, Dorothy M., Berlin to Budapest
Brooks, Barbara A., Bonn to Moscow
Bullock, Frederic D., Mbabane to Kingston
Burget, Isela Bulnes, Hong Kong to Monterrey
Caulfield Jr., John Patrick, Lisbon to Foreign Service Institute
Cronin, A. Patricia, Victoria Mahe to New Delhi
Dyer Jr., William B., European Affairs to Paris
Fessler, Margaret L., London to Beijing
Fox, Phyllis, African Affairs to Bujumbura
Fox, William J., Bangkok to Frankfurt
Gaiduk, Ronald A., Japan to East Asian and Pacific Affairs
Givens, Dolores Marie, Leningrad to European Affairs
Griffith, Wayne G., Matamoros to Visa Operations
Gustafson, Thomas, Barranquilla to Inter-American Affairs

FOREIGN SERVICE INSTITUTE—Participants in the course to manage Wang computers abroad, from left: *Eunice Edwards* and *Jim Gray* (staff), *Fran Thomas* (Prague), *Tom Steele* (Canberra), *Ida Medina* (Manila), *Ted Strickler* and *Paula Georgey* (Cairo), *Richard Martin* (Department), *Sandra Galante* (Brasilia), *Roger Burgess* (Copenhagen), *Mel Cariaga* (Tokyo), *Ben Action* (staff). Not pictured: Pavel Drbal (Prague).

Hafner, Charles L., East Asian and Pacific Affairs to Canberra
Hagen, Robert S., Havana to Lisbon
Hall, Janice A., European Affairs to Manila
Hollin, Mary B., Damascus to Bissau
Hopper, David T., Abu Dhabi to Operations Center
Korenthal, Esther, Office of UN Political and Multilateral Affairs to Dublin
Lauer, Thomas L., Shanghai to East Asian and Pacific Affairs
Laurion, Claire R., Istanbul to Casablanca
Leibengood, Paul C., Beirut to Office of Security
Levine, Melvin H., Korea to East Asian and Pacific Affairs
Little, Sharon E., Managua to Inter-American Affairs
Marshall, Gene B., Greece to Foreign Service Institute, Language Training
Maynard, Daniel C., Manila to Kampala
McCann, Richard James, Rabat to Office of Communications
McDowell, Cynthia K., East Asian and Pacific Affairs to Jakarta
Meyer, Eugene W., Office of Communications to Manila
Miller, Dorothy J., Manila to East Asian and Pacific Affairs
Miller, Richard T., Foreign Service Institute to U.S. Mission to United Nations
Moore, Pamela Helen, Bureau of Administration, Personnel Management Division to Jakarta
Morritz, Robin Jan, Honduras to Inter-American Affairs
Mosher, Geraldine L., Guatemala to Lisbon
Napoliello, Steven G., Mbabane to Foreign Service Institute
Norman, James G., Buenos Aires to Lisbon
O'Leary, John, Bombay to Foreign Service Institute
O'Neill III, Aloysius M., Tokyo to Regional Language School, Yokohama
Rand, Christopher C., East Asian and Pacific Affairs to Hong Kong
Ringler, Ronald W., Greece to Office of Communications
Ritter, Katharyn A., Papua New Guinea to Mombasa
Rogers, P. Diane, Bangkok to Nairobi
Romero, Loretta C., Philippines to Office of Security
Rosenblatt, Lionel A., Thailand to Refugee Programs
Rudolph, William A., Bangkok to Frankfurt
Ruebensaal Jr., Clayton F., Thailand to Foreign Service Institute
Sinsabaugh, Ann Marie, Kigali to Bangkok
Sullivan, James P., Benin to African Affairs
Summers, Jane A., Montevideo to Beijing
Sundquist, Maria A., Commerce Department to Paris
Swoyer, Jean M., Italy to European Affairs
Tagliani, William R., Jamaica to Operations Center
Tucker, John C., San Salvador to Melbourne
Waller, William J., Prague to Brasilia
Waters, Rebecca Roberts, Kinshasa to Florence
Willow, Ruth L., Berlin to Bureau of Personnel
Woerner, Mark S., Ecuador to Montevideo
Wojnicki, Edward L., New Delhi to Tegucigalpa
Zimmerman, Amy S.C., Sao Paulo to Inter-American Affairs

Resignations (June)

Abbott, Luisa A., Quito
Boudreaux, Sandra A., Mexico
Harris, Henry Y., Bureau of Personnel
Kaiser Jr., Kenneth W., Office of Security, U.S. Mission to UN
Marty, Gus N., Foreign Buildings Office
Matthews, Doyle K., Office of Communications, Maintenance and Logistics Division
Monks, Robert A., Office of Oceans and Polar Affairs
Murphy, Jane C., Buenos Aires
Patterson, Sandra K., Belgrade
Reiner, Margot Ellen, Brasilia
Rivet, Laurie J., Berlin
Seward, James A., Near Eastern and South Asian Affairs
Warren, William, Soviet Affairs
Weartz, Carol A., U.S. Mission in Geneva

Resignations (May)

Austin, Eunice Maria, Merida
Billick, Catherine A., Santo Domingo
Bloom, Mary Alice, Brussels
Eisenmayer, M. Doris, Singapore
Ferris, Elizabeth L., Jidda
Hultslander, Sandra Maria, Guatemala
Jardim, Frieda Hubert, Rio de Janeiro
Kopera, Rose M., Rome
Lebeau, Patricia Stahl, Bureau of Personnel
Nealer, Kevin G., Foreign Service Institute, Language Training
Omar, Margaret K., Foreign Service Institute
Rees, Mary E., Information Systems Office
Thorn, James R., Office of Security, Washington Field Office
Wheeler, Diane M., Central American Affairs

Retirements (June)

Allen, Robert N., Panama
Barnhart, Marcella J., Bern
Bell, S. Morey, Amsterdam
Combs, Wayne L., Office of Security, Buffalo Resident Office
Engelhart, Jim E., Office of Communications

ROME, Italy—*Giorgio D'Agostino*, left, Foreign Service national who was a security investigator, receives retirement certificate from Ambassador *Maxwell M. Rabb*.

BANGKOK, Thailand—Ambassador *John Gunther Dean*, right, presents Superior Honor Award to *Christopher W. Runckel* for his automation efforts and contributions to the development of data processing systems and programs.

Frandock, Michael, Canberra
Gravely, Elizabeth Q., Office of Security, Washington Field Office
Hills, Carter H., Bureau of Personnel
Kiley, James E., European Affairs
Mullin, John J., Panamanian Affairs
Nixon III, Arthur B., Mexico
Rosenthal, Edward B., Jakarta
Skiff, Robert W., Human Rights and Humanitarian Affairs
Sparshott, Richard O., Office of Security, Technical Services □

Retirements (May)

Day, John G., Bureau of Personnel, Board of Examiners for the Foreign Service
Eidem, H. Roy, European Affairs
Flanegin, Robert L., Intelligence and Research, Office of Intelligence Coordination
Hallman, William H., Inter-American Affairs
Kaar, James F., Malaysia
Masters, Edward E., Inter-Governmental Assignment
McLendon, Ruth A., Mexico
Prosser, Robert E., Foreign Buildings Office
Romine, Woodward, Bureau of Personnel
Smith, Elaine Diana, Public Affairs, Office of Public Programs
Smith, Grace H., Inter-American Affairs □

Foreign Service Nominations

The Senate has confirmed the following nominations:

Appointment as career member of the Senior Foreign Service, class of minister-counselor, consular officer and secretary:

Clayton E. McManaway Jr.

Appointment as career member of the Senior Foreign Service, class of counselor:

Thomas J. Fitzpatrick

Reappointment in the Foreign Service as FSO-2, consular officer and secretary:

Stevenson McIlvaine

Appointment as FSO-2, consular officers and secretaries:

Frank E. Rhinehart

Appointment as FSO-4, consular officers and secretaries:

Isaiah M. Aldridge
Burton O. Allen
Terry Alan Breese
Claudia A. Brown
Roland W. Bullen
Matthew James Burns III
Roberta L. Chew
Joy F. Churchill
Robert John Clarke
James Gray Davis
Margaret Balthazar Elliott
Roland G. Estrada
Robert Patrick John Finn
Hugo Carl Gettinger
Kenneth Jefferson Grasty
Norma Ruth Harms
June Elizabeth Heil
Robyn Elaine Hinson
Willis Paley Hume
Anthony John Interlandi
James George Jatras
Gary Dean Lindsay
Karen Marie Milliken
Evangeline O. Monroe
Tibor P. Nagy Jr.
Ronald Scott Parson
Steven Karl Pifer
Dianna Ritter
Douglas Carl Rohn
Julia Stuart Rose
Janet A. Sanderson
Daniel Santos Jr.
Stanley Howard Specht
Paul A. Trivelli
Richard Hamilton Weeks

Members of the Foreign Service to be consular officers and secretaries:

Richard Alan Albright
Clarissa Jean Aldridge II
Paul John Andersen
Rosalyn H. Anderson
Michael A. Barber
Geoffrey H. Barnes
Leslie A. Bassett
David Cortelyou Becker
Christopher J. Beede
Elizabeth Rhea Beyene
Gary I. Blakely
Janet L. Bogue
Paul Lawrence Boyd
John O. Brennan
Douglas A. Burk
Wayne Jeffrey Bush
Christine G. Chambers

Dana L. Clouatre
Hanni M. Cordes
Charles O. Coudert
Michael J. Delaney
Stephen J. Del Rosso Jr.
J. Raymond DePaulo
Christina Rozelle Pfund Dewey
Catherine E. Dick
John J. Duggan
Mary F. Dunham
Robert C. Eaton
Deborah Leslie Elliott
Harold David Foster
Constance J. Freeman
Adrian R. Gan
Jeffrey Louis Goldstein
Richard F. Gonzalez
George Grafeld
Gordon Gray III
Deborah E. Graze
Richard L. Griffin
Blair Parks Hall Jr.
Anne Wing Hamilton
Lillian Craig Harris
L. Scott Harrison
John Ashwood Heffern
Billy B. Huff
David A. Hughes
Thomas V. Huse
Gerard J. Jackson
Margaret N. Jackson
Robert P. Jackson
Kenneth H. Jarrett
Wayne A. Jennings
Deborah K. Jones
Jerry W. Jones
Stephen G. Kaminski
Stephen R. Kappes
Craig Mallory Karp
Edward K. Kimmel
Anthony W. Kiraly
Richard P. Kleffman
Edward William Kloth Jr.
Larry R. Kohler
Sharon A. Lavorel
Joyce Ellen Leader
Victor Y. Lee
James F. Lewis
Frank Stephen Malott
LaMoyne Mason Matthews
Patrick D. McHugh
Murray J. McMann
Stephen D. Mull
Harold J. Nicholson
David R. Ostroff
Deborah Perrie Park
Ernest Johnstone Parkin Jr.
Julio Trejo Pérez
Jerald G. Peterson
Dwight L. Plymale
D. Bryan Powell III
Sheri S. Riedl
Jacqueline A. Rinn
James Milnor Roberts III
Alfred F. Robinson
Ermila L. Rodriguez
M. Allen Saunders
William P. Schofield
Michael H. Schwartz
Melvin M. Searls Jr.
Stuart M. Seldowitz
Laurel M. Shea
Robert M. Shipley
Joan G. Silverlieb
Michele Jeanne Sison
Frederick Albert Smith
Louis F. Steinkuehler
John Christopher Stepanchuk
Dean Jay Storm
Donald J. Suda
Anne Hiroko Takemoto
Lucy Tamlyn
Theodore Tanoue
Eric R. Terzuolo
Thomas Joseph Tiernan
Felix Turel
Terry P. Vomocil
Albert D. Wedemeyer
Robert Weisberg
Arthur W. Wentland Jr.
Peter Whaley
Michael K. Winograd
Diana Lynn Worthen
Claud R. Young Jr.
Harold R. Zassenhaus
Jack M. Zetkulic

Members of the Foreign Service to be consular officers:

Louis V. Riggio
Maria A. Rodgers

Member of the Foreign Service to be a secretary:

Ronald R. Nelson □

66 are considered for tenure

The Commissioning and Tenure Board has completed its review of the files of 66 Foreign Service officer career candidates who were eligible for consideration at its March session. Included were an FP-4 who was eligible for a final review 60 days prior to expiration of appointment, and seven mid-level career candidates.

The board recommended that 48 candidates be granted tenure. Of the 38 candidates being reviewed for the first time, 30 were recommended for tenure. Sixteen of the candidates were before the board for final review; 13 were recommended for tenure. The names of four candidates recommended have been temporarily removed from the list pending satisfaction of language probation.

Candidates recommended for tenure will receive the benefits described in FAMC 749 and, if otherwise eligible, will be reviewed for promotion by the selection boards that convene this summer. Following is the list of candidates recommended for tenure:

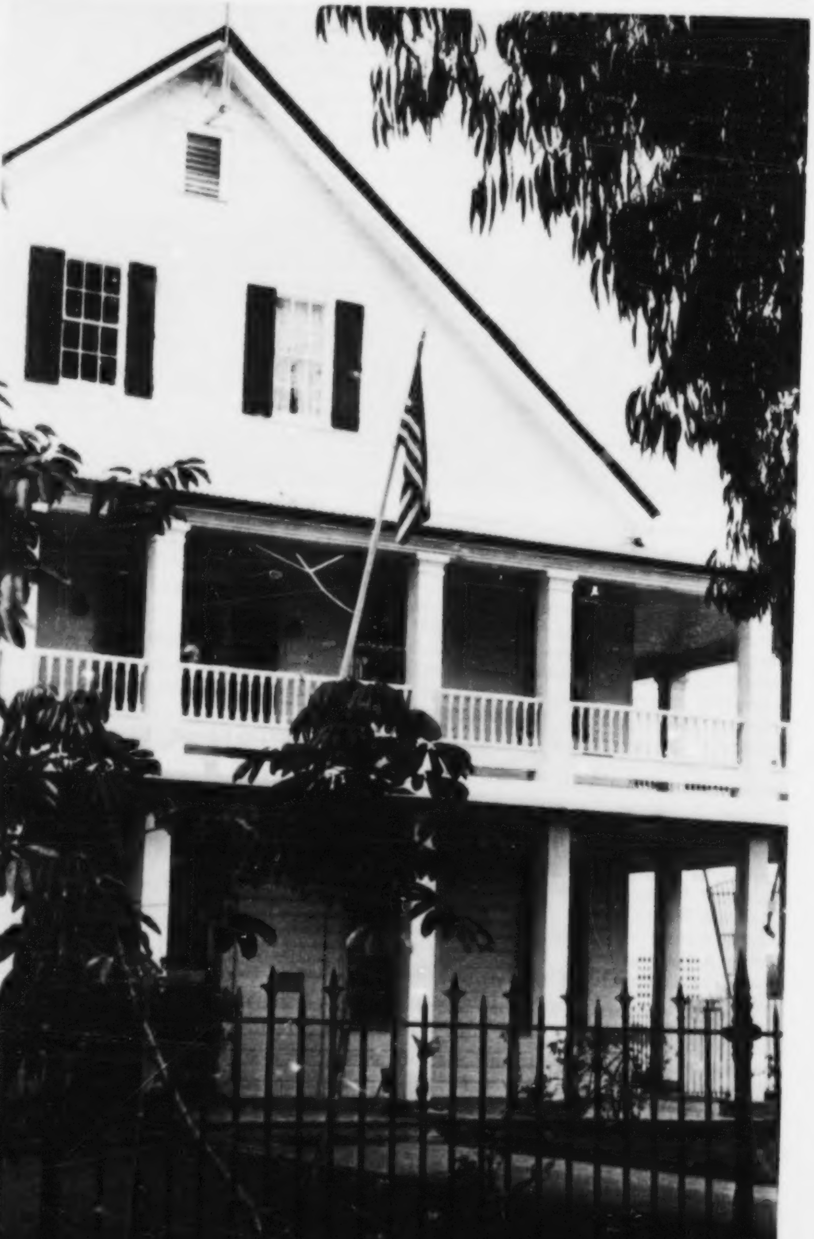
Ahmed, Naim
Alford, Edward
Barbier, Marietta
Barnett, Elizabeth
Beecham, Suzanne
Benedicto, Lincoln
Berlin, Shelley
Bradford, Jean
Bruns, Judson
Bunton, Cynthia R.
Byrnes, Jill
Carter, Dennis
Cavin, Guyle
Crook-Castan, Clark
Duncan, Kenneth
Eaton, William
Fernandez, John
Flemister, Zandra
Harms, Ronald
Helmer, Colin
Hengel, Douglas
Hickman, Leslie
Hill III, William
Johnson, Richard G.
Kirkpatrick, Alexander
Leach, Jerry
Lief, Elliot
McArdle Fendrick, Patricia
Meigs, Michael
Menyert, Louis
Otero, Maria
Pitts, Sarah
Skinner, Charles
Smith, Sandra R.
Spillane, Carolyn
Taylor, Teddy
Thacher, David
Thomas, Mary
Valdez, Steven
Vancon, Nancy
Vogel, Frederick
Wharton, Royal
Williams, Stephen
Wilson, Ross ■

Videotape is on way

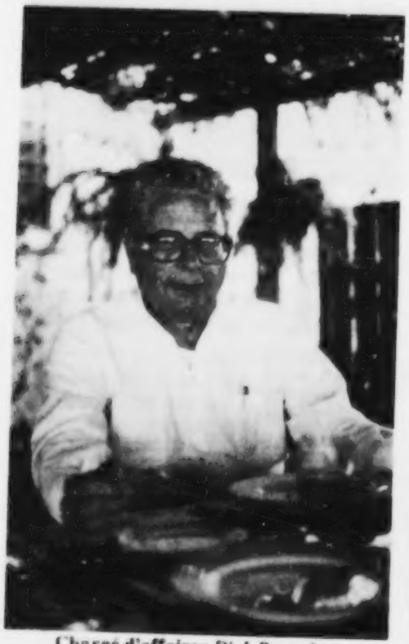
"Listening Skills," fifth and final videotape in the mental health series, will be distributed to posts this summer. The series was produced by the Family Liaison Office, the Office of State Magazine and Public Affairs in the Bureau of Personnel, and ICA.□

Post of the Month: Belize City

BELIZE is a former British colony in Central America that gained its independence in 1981. It's between Mexico and Guatemala, with a coast on the Caribbean Sea. This is part of STATE's continuing series on our people overseas. *(Photos by Donna Gigliotti)*



The embassy building.



Chargé d'affaires *Dick Barnebey*.

Secretary *BevAnn Brevig* on the balcony of her home.

SOUTHSIDE
MEAT SHOP

Part of the shopping scene: *June Barnebey* outside a store.

A road alongside the embassy building.

Minita Gordon, governor general of Belize, with *Edmund Marshalleck*, that nation's ambassador to the United States.

Chauffeur *Norman Moguel*.

Budget and fiscal officer *Jola Zaldivar*.

Political officer *Dick Trencher* and his wife, *Vanna*.

Secretary/communicator *Sue Smith*.

Electrician *Maurice Romero*.

Peace Corps volunteers include *Hal Lovett*, left, *Tom* and *Linda Cassidy*, *Mark Boudreau*, right. Seated: *Anita Kazmerkoski*, left, and *Mary Silewski*.

Foreign Service national employees, from left: *Norman Foreman, Herbert Locke, Dorine Meighan.* At the Mopañ River.

Earl Lopez and *Sue Smith* ascend steps of a Mayan ruin.

Mayan ruins, about an hour from the capital.

On the U.S. embassy's boat, from left: *Norman Foreman, BevAnn Brevig, Jim Smith, Sue Smith, George Fitch.*

George Fitch **in a quest for shells.**

***Norman Foreman*, under water, touches down on a barrier reef.**

Administrative officer *Jim Smith* with his catch. At left is *Norman Foreman*.

WELCOME
GYM

At a local gym, from left: *Darrell Jenks*, consular officer; *Thelma Coyoc*, receptionist; *Charles Rogers*, its owner; *George Fitch*, economic/commercial officer; *Dorothy Zuniga*, administrative assistant. ■

Personnel: Civil Service

BUREAU OF ADMINISTRATION— *Portia F. Tyler* **receives $400 cash award for her performance as management assistant on the Directives Management Staff.** *William H. Price*, **director of the Foreign Affairs Information Management Center, presents the award.** *George J. Mattis*, **chief of the staff, and** *Gail J. Cook*, **State's forms and reports manager, are with her.**

Promotions (June)

GG–6

Sinnicki, Susan M., U.S. Mission to the United Nations.

GG–8

Lyle, Henrietta, U.S. Mission to the United Nations

GM–14

Trum, James G., Foreign Buildings Office

GS–3

Deloney, Joyce Ann, Foreign Buildings Office

GS–4

Adams, Lamay B., Office of Security, Washington Field Office

Brown, Anita A., Economic and Business Affairs

Dugger, Janice M., Office of Security, Technical Operations Branch

Giacomin, Gelinda M., Caribbean Affairs

Leverette, Glossiephine, Bureau of Administration Language Services

Perkins, Patricia Ann, Bureau of Administration, Office of Supply, Transportation and Procurement

Ross, Yolanda G., Office of the Comptroller, Resource Management and Evaluations Division

Smith, William Armand, Foreign Service Institute

Utz, Tina L., Office of Protocol, Ceremonials Division

GS–5

Ansted, Philip, Office of the Comptroller, Financial Operations

Fleming Jr., Journice E., Passport Operations

Garner, Cynthia Ann, European Affairs, Office of Organization of Economic Cooperation and Development

Lentz, Mary C., Public Affairs, Office of Public Programs

McNaughton, Betty Louise, Near Eastern and South Asian Affairs, Office of Lebanon, Jordan, Syrian Arab Republic and Iraq

Myers, Debra A., Office of the Comptroller, Financial Operations

Neuhard, Jill K., Consular Affairs, Management and Administration Division

Pollard, Barbara A., Foreign Affairs Information Management Center

West, Kevin F., Office of Communications, Communications Center

GS–6

Burian, Rosanne, Office of Security, Los Angeles Field Office

Cotten, Dorothea B., Bureau of Administration, Personnel Management Division

Lozovina, Jo Ann, Office of Arabian Peninsula Affairs

Roybal, Timothy, Operations Center

Williams, Hazel L., Passport Operations

GS–7

Brenenstuhl, Jane L., Public Affairs

Bush, Clyde W., Bureau of Administration, Office of Supply, Transportation and Procurement

Deily, Theresa M., Information Systems Office, Systems Design and Programming Division

Gillett, Eleanor C., Passport Office, Stamford

Hunter, Nora T., Politico-Military Affairs, Office of Munitions Control

Long, Michelle S., Bureau of Personnel, General Recruitment Branch

Simpson, Gwendolyn E., Office of the Comptroller, Financial Operations

GS–8

Fox, Barbara T., Office of the Comptroller, Financial Operations

Holliday, Carolyn P., Passport Operations

Jones, John A., Office of Communications, Communications Center

Riordan, Jerris Kathleen, Intelligence and Research, Office of the Geographer

Shields, Constance C., Oceans and International Environmental and Scientific Affairs, Office of Export and Import Control

GS–9

Claiborne, Carolyn D., Office of the Comptroller, Financial Operations

Dove, Margaret Louise, Oceans and International Environmental and Scientific Affairs

Holton, Howard L., Foreign Affairs Data Processing Center

McCurry, Alan W., Office of Communications, Communications Center

Quinn, Michael A., Foreign Affairs Data Processing Center

Stafford, Mark Merrill, Bureau of Administration, Office of Facilities Management and Administrative Services

Williams, Yvonne, European Affairs

GS–11

Bailes, Kenneth Neil, East Asian and Pacific Affairs, Public Affairs

Harnisch, Kevin A., Bureau of Administration, Allowances Staff

GS–12

Jackson Jr., Albert G., Operations, Foreign Affairs Information Management Center

Ritchie, Alice Stevens, Passport

Operations

Rosiecki, Gary Patrick, Refugee Programs

Sokolsky, Richard D., Politico-Military Affairs

Stogdale, Debre L., Intelligence and Research, Strategic Forces Division

GS–14

Dietrich, Gary D., Intelligence and Research, Near East Division

Schwab, Carol M., Office of Legal Adviser, UN Affairs

WG–5

Coleman Jr., Lennie, Office of Operations, Office of Supply, Transportation and Procurement

Promotions (May)

GG–10

Traystman, David A., U.S. Mission to the United Nations

GG-11

Cernik, Jiri, Foreign Service Institute

Felizardo, Susana B., Foreign Service Institute

GG–12

Arbelaez, Vincent, Foreign Service Institute

GM–14

Davis, Shirley, Bureau of Personnel, Office of Recruitment

GS–3

Ellis, Tangie B., Office of Medical Services

Harris, Tracie Lee, Passport Office, New Orleans

Kirby, Vanessa A., Office of the Under Secretary for Management, Executive Office

Parker, Arrin Mary, Passport Office, New Orleans

Peters, Vanessa, Passport Office, New Orleans

Prosper, Sybil T., Passport Office, New Orleans

Robinson, Grendolyn S., Passport Office, New Orleans

Williams, Belinda L., Office of Comptroller, Office of Budget and Planning

GS–4

Adams, Patricia M., Intelligence and Research, Global Issues Staff

Arnold, Pamela I., Office of Security, Special Assignments

Golden, Nancy L., Office of the Legal Adviser, Law Enforcement and Intelligence Division

Jackson, Ruth N., Economic and Business Affairs, Textiles Division

Mason, Vernet W., Office of Security, Evaluation Division

Maxwell, Bernard J., International Organization Affairs, Administrative Services

Middleton, Kimberly B., Office of Comptroller, Financial Operations

GS–5

Adkins, Paula J., Office of Supply, Transportation and Procurement

Arroyo, Jose L., Office of Supply, Transportation and Procurement

Coates, Antoinette Y., Foreign Affairs Information Management Center

Davis, Larry, Office of Recruitment, Examination and Employment

Giacomin, Maryedna P., Foreign Service Institute

Helm, Kathleen A., Office of Security, Education and Training

Makle, Iris J., Office of Visa Operations, Legislation and Regulations Division

Malloy, Elizabeth A., East Asian and Pacific Affairs

Marken, Anne-Heather, Intelligence and Research, Long-Range Assessments and Research

McGill, Mary E., Bureau of Oceans and International Environmental and Scientific Affairs, Office of Energy Technology Cooperation

Novitsky, Mernia Ellen, Office of Comptroller, Financial Operations

O'Connor, Carol A., Passport Office, Boston

Pritchett, Ramona D., Bureau of Economic and Business Affairs

Reaves, Diane J., Foreign Service Institute

Redman, Brenda L., Bureau for Refugee Programs

Schol, Philip P., Bureau of Oceans and International Environmental and Scientific Affairs, Office of Ocean Law and Policy

Wilson, Barry N., Office of Supply, Transportation and Procurement

GS–6

Brown, Martha F., Bureau of Administration, Office of Overseas Schools

Ferguson, Herbert D., European Affairs

Manning, Joyce Eileen, Economic and Business Affairs, Industrial and Strategic Materials Division

Mason, Racheal L., Office of Medical Services

Seablom, Judith M., Economic and Business Affairs, International Energy and Policy Division

GS–7

Dickeon, Barbara Jean, Passport Office, Seattle

Dordain, Jules J., Bureau of Personnel, Office of Employee Relations, Retirement Division

Dorman, Stephen T., Consular Affairs

Duncan, Jean Ann, Bureau of Personnel, Employment Division

Gilligan, Brian A., Office of Comptroller, Financial Operations

Green, Alice J., Office of Comptroller, Financial Operations

Holman, Jewel D., Bureau of Administration, Office of Facilities Management and Administrative Services

Hulihan, Siobhan R., Office of the Under Secretary for Management, Executive Office

Koniuszkow, Elizabeth, Inter-American Affairs

Lincoln, Ruth Ann, Near Eastern and South Asian Affairs, Office of Economic Adviser

Merrifield, Rene A., Foreign Affairs Data Processing Center

Murrell, Lena G., Egyptian Affairs

Musgrove, Doris Ann, Politico-Military Affairs

Sheridan, Diane M., Bureau of Personnel, Recruitment Division

Trottier, Paul J., Foreign Affairs Information Management Center

Zackery, Reginald C., Foreign Affairs Data Processing Center

GS–8

Armentrout, Jean W., Office of the Secretary

Hammond, Rose M., Inter-American Affairs

Hartle, Rovin L., Executive Secretariat

Hickson Sr., Lenel, Intelligence and Research, Office of Intelligence Support

Jordan, Debra A., Foreign Affairs Information Management Center

Stich, Jane B., International Organization Affairs, Office of International Development Assistance

GS–9

Boudreau, Paul E., Foreign Affairs Information Management Center

Chronister, William D., Passport Operations

Crawford, William H., Passport Operations

Dewan, Patricia A., Office of the Under Secretary for Management

Hodges Jr., Hayward, Foreign Affairs Data Processing Center

Kaffenberger, David J., Bureau of Personnel, Retirement Division

Lovely, Grace A., Foreign Affairs Information Management Center

Murphy, James L., Office of Supply, Transportation and Procurement

Young, Deborah A., Visa Operations

GS–10

Patin, Theresa Marie, Congressional

Relations
Phipps, Julia F., Executive Secretariat
Taylor, Edna G., Intelligence and Research

GS–11

Chairge, Patrick A., Visa Operations
Douglas, Victoria, Office of Supply, Transportation and Procurement
Hynes, Myrle Lorraine, Public Affairs, Office of Public Programs
Malone, Eloise E., Public Affairs, Office of Plans and Opinion Analysis
Poindexter Jr., William N., Consular Affairs

GS–12

Bothe, Gahl H., Protocol Office
West, Robert R., Bureau of Personnel, Office of Employee Relations

GS–13

Johnston, Richard, Office of Communications
Snyder, Jed C., Politico-Military Affairs

WG–5

Brown, Kenneth Columbus, Office of Supply, Transportation and Procurement

Appointments (June)

Adler, Jane M., Medical Services
Albrecht, Jane L., Passport Office, Los Angeles
Alexander, Linda M., Diplomatic Pouch and Courier Division
Arisso, Maria E., Passport Office, Miami
Arthur, Margaret Crawford, Passport Office, Stamford
Balton, Rhonda A., Near Eastern and South Asian Affairs
Barber, Nancy A., Office of the Curator, Diplomatic Reception Rooms
Barra, Robert Joseph, Bureau of Personnel
Baugham, Cheryl D., Medical Services
Bazin, Charisse Willann, Consular Affairs, Systems Application Staff
Beardall, William C., Passport Office, Seattle
Beddow, Jeffrey W., Foreign Service Institute
Belton, Jacqueline V., International Organization Affairs, Office of Administrative Services
Benigni, Julie Kay, Passport Office, Philadelphia
Biderbost, Sara J., Passport Office, Seattle
Billings, Christine E., Foreign Service Institute
Blackburn, Marianne, Passport Office
Blake, Robert A., Medical Services
Bokow, David F., Office of the Legal Adviser
Bonczek, Karl S., U.S. Mission to the United Nations, General Services
Bradley, Felicia M., Passport Office, Washington
Bradley, William Orin, Diplomatic Pouch and Courier Division
Brathwaite, Janice A., Passport Office
Breneman, Brian Carl, Passport Office, Washington
Brenner, Marcelle R., Bureau of Personnel, Office of Management
Brinkley, Cheryl L., Refugee Programs
Brown, Gregory Stephen, Overseas Citizens Services
Brown, Tommie Jean, Passport Office, Houston
Bumgardner, Randell David, International Narcotics Matters
Burger, Norman M., Passport Office, Boston
Butterfield, Robert F., Passport Office, Boston
Cabelly, Robert J., African Affairs
Cabungcal, Alicia Kameya, Bureau of Personnel
Cahan, Benjamin Zev, Office of the Comptroller, Financial Operations
Campbell, Jeannette M., Visa Operations, Public Inquiries Division
Carlton Jr., Emmitt Hurley, Bureau of Personnel
Carpenter, Albert W., International Narcotics Matters
Chase, Joyce Helen, Passport Operations
Chick, Jeannie Helen, Administrative and Clerical Pool
Chrisemer, Richard M., Passport Office, Boston
Clark, Dorothy Lee, Passport Office, Washington
Coates, Leon D., Passport Office, Washington
Cohen, Marc Andrew, Information Systems Office, Systems Design and Programming Division
Colwell, Timothy J., Foreign Service Institute
Cook, Wilson K., Bureau of Personnel
Cordero, David I., Passport Office, San Francisco
Cotton, Tyrone D., Passport Office, Washington
Crawford, Francine M., Passport Office, Philadelphia
Creighton, Denise A., Office of Security, Technical Services
Culhane, Curtis C., Foreign Service Institute
Daniels, Walter R., Passport Office, Stamford
Davila, Lola, Passport Office, Philadelphia
Davis, Jr., Walter, Passport Office, Miami
Davis, Caroline R., Passport Office, Seattle
Davis, Ivory Cynthia, Consular Affairs, Visa Services

FOREIGN SERVICE INSTITUTE—Graduates of the clerical orientation class, from left, first row: ***Jessie Colson*** **(course coordinator),** ***Joy Stewart, Deidi Delahanty, Gloria Smith, Elizabeth Imburg, Donna Garrett*** **(faculty). Second row:** ***Robert McFadden, Frank Carper, Edward Thomas, Daphne Giles, Sharon Cromartie.*** **Not available for photo: Margaret Melcher, Michael Pennington.**

Dembski, Madge A., Passport Office, Washington

Desmarias, Denise M., African Affairs

Dichter, Dianne A., Passport Office, Philadelphia

Ditanna, Thomas L., Information Systems Office, Systems Design and Programming Division

Donahue, Lucille A., Passport Office, Washington

Dorsey, Patrice B., Passport Office, Chicago

Dotson, Dolly Alanna, Office of the Comptroller, Financial Operations

Dunne, James T., Office of Operations, Office of Supply, Transportation and Procurement

Eagan, Catherine Margaret, Passport Office, Boston

Ennis, Mary Wild, Office of the Legal Adviser, Oceans, Environment and Scientific Affairs Division

Evans, Beatrice B., Passport Office, Philadelphia

Fleck, Cheryl K., Office of the Comptroller, Financial Operations

Flynn, Keith F., Operations, Office of Supply, Transportation and Procurement

Foltz, Susan Ann, European Affairs

Ford, Regina Mae, Bureau of Personnel

Frederick, Pamela Marsha, Administrative and Clerical Pool

Freeman, Bobby, Passport Office, Miami

Freeman, Pamela R., Passport Office, Miami

Friedman, Sora Henny, Office of Operations, Office of Supply, Transportation and Procurement

Furness, Jennifer W., European Affairs

Fuss, David Allen, Executive Secretariat

Garcia, Kelly Rae, Executive Secretariat

Giles, Daphne S., Office of the Comptroller, Budget and Planning Division

Glazer, David B., Management, Office of Management Operations

Golinowski, Bernadette, Executive Secretariat

Gressman, William E., Office of the Legal Adviser, Management Division

Grey, Anne-Marie K., Inter-American Affairs

Guida, Regina Angela, Consular Affairs, Management and Administrative Division

Gutschke, Josephine, Passport Office, Boston

Hager, Hillary, Office of Operations, Office of Supply, Transportation and Procurement

Hager, Sheryl, Office of Operations, Office of Supply, Transportation and Procurement

Harris, Linda, Passport Operations

Heininger, Janet Elaine, Office of the Historian

Hellwig, Cynthia A., International Narcotics Matters

Henderson, Barbara A., Passport Office, Boston

Herbert, Denise E., Near Eastern and South Asian Affairs

Hewes-Manapol, Kenneth F., Inter-American Affairs

Hickey, Robert Scott, Passport Office, Boston

Hiser, Kenneth R., Near Eastern and South Asian Affairs

Hodge, Karen D., Passport Office, Washington

Hoes, Laurie Cecile, Bureau of Personnel

Houston Jr., Robert B., Bureau of Administration, Office of Mandatory Classification/Declassification

Huang, Pamela Diane, European Affairs

Huck, Terri Joy, European Affairs

Hughes, Merrell Lemuel D., Foreign Affairs Information Management Center

Hummon, Marc Spencer, Bureau of Personnel

Hunter, Kenneth, Bureau of Personnel, Civil Service Career Development and Assignments

Imburg, Elizabeth L., Office of Security, Washington Field Office

Imes, Leslie Ava, Office of Operations, Office of Supply, Transportation and Procurement

Jenkins, Antonio, Medical Services

Jones III, George Fleming, Inter-American Affairs

Jones, Barry A., Office of Operations, Office of Supply, Transportation and Procurement

Jones, Clara M., Passport Office, Chicago

Jones, Richard J., Passport Office, Boston

Kearney, Patrice Lavern, Passport Office, Washington

Kelly, Colleen Margaret, Economic and Business Affairs

Kiep, Geraldine Marie, Office of the Legal Adviser

Koffman, Boyd M., East Asian and Pacific Affairs

Lagpacan, Fe U., Passport Office, San Francisco

Lauderdale, Teresa J., Executive Secretariat

Lawrence, Patricia L., Passport Office, New York

Lee, Ozaree L., Administrative and Clerical Pool

Leonard, Stephen P., Passport Office, Boston

Leone, Eleonora, Foreign Service Institute

Lewotsky, Kristin Louise, Office of Operations, Office of Supply, Transportation and Procurement

Lucas, Rhett R., Medical Services

Mackell, Christine X., Bureau of Personnel

Maness, Carla Rose, Inter-American Affairs

Markham, Michelle Claire, Passport Office, Philadelphia

Mathews, Thomas D., Passport Office, Washington

Mazur, Irene A., Foreign Service Institute

Mazur, Patricia A., Executive Secretariat

McDonald, Theresa A., Passport Office, Washington

McKinley, Marissa Nicole, Oceans and International Environmental and Scientific Affairs

Meade, Dorothy Louise, Passport Operations

Mehler, Susan P., Economic and Business Affairs

Meyerson, Christopher C., Inter-American Affairs

Michel, Rex A., Passport Office, Los Angeles

Miller, Ruby H., International Joint Commission

Mitchell, Philip Davis, Bureau of Personnel

Morgan, Jacqueline D., Bureau of Personnel

Morse, John Edward, Passport Office, Washington

Morton, Jennifer R., Office of the Under Secretary for Management, Executive Director's Office

Moss, Janice A., Consular Affairs, Visa Operations

Murphy, Patrick William, Consular Affairs

Nance, Deborah A., Bureau of Personnel

Nappo, Jean M., International Organization Affairs, Office of Administrative Services

Newell, Gregory J., International Organization Affairs

Optican, Mitchell Evan, Passport Office, Washington

Ordonia, Carol Ann, Passport Office, San Francisco

Owens, Adrienne Marie, East Asian and Pacific Affairs

Page, Karol Gay, Bureau of Personnel

Percy, Mark Charles, Refugee Programs, Office of Refugee Programs, Asia

Phippard, Melanie Ann, East Asian and Pacific Affairs

Plansay, Nerissa R., Office of Communications, Communications Planning and Engineering Division

Piedra, Alberto Martinez, Office of the U.S. Permanent Representative to the Organization of American States

Plank, Jayne H., Public Affairs

Plummer, Jeffrey William, Operations, Office of Supply, Transportation and Procurement

Popovich, Patricia Ann, Bureau of Personnel, Civil Service Career Development and Assignments

Powell, Lynn Dierdre, Office of the Under Secretary for Management, Office of Executive Director

Ramsey, Stephen D., Executive Secretariat
Rearden, Deidre, Passport Office, Philadelphia
Reid, Jennifer Lee, Operations, Office of Supply, Transportation and Procurement
Ringenary, Theresa J., Passport Office, Philadelphia
Rivas, Barbara Anne, Inter-American Affairs
Rizek, Karen L., Office of the Chief of Protocol
Roach, Dianna L., Passport Office, Seattle
Roach, Verlincia Ann, Passport Office, Washington
Rouse, Patricia Lee, Operations, Office of Supply, Transportation and Procurement
Ryan, Robert G., Office of the Under Secretary for Management
Ryll, Patricia T., Office of the U.S. Permanent Representative to the Organization of American States
Sabanegh, Edgar F., Office of the Comptroller, Financial Operations
Sarro, Paula M., Office of Operations, Office of Supply, Transportation and Procurement, New York
Sarro, Sandra, Office of Operations, Office of Supply, Transportation and Procurement, New York
Schmitt, Amy Lynne, Passport Operations
Schmutter, Benjamin Paul, Office of Operations, Office of Supply, Transportation and Procurement, New York
Scott, Kim V., Passport Office, Philadelphia
Scroggs, Robert Scott, Office of the Comptroller, Budget and Planning Division
Scudder, Diana Elizabeth, Passport Office, Washington
Simmons, Katherine, Bureau of Personnel
Simmons, Patricia Kaye, Passport Office, San Francisco
Sims, Kathleen M., Passport Office, Seattle
Smarr, Wanda J., Administrative and Clerical Pool
Smith, Hallie Deborah, Passport Office, New Orleans
Spirides, Catherine Esme, Passport Office, Washington
Steininger, Michael Gary, Office of Operations, Office of Supply, Transportation and Procurement
Stewart, Joy C., Passport Operations
Strassner, Dean Michael, Diplomatic Pouch and Courier Division
Suchwalko, John H., Passport Office, Boston
Sullivan, Mark P., Inter-American Affairs
Swann, Felicia W., Office of Communications, Diplomatic Pouch and Courier Division
Trancredi, Margaret C., Inter-American Affairs
Tasnadi, Diana Margaret, Overseas Citizens Services
Taylor, Alfred Leonard, Diplomatic Pouch and Courier Division
Taylor, Mark Blair, Executive Secretariat
Taylor, Robert, Passport Office, Washington
Todd Jr., Walter M., Passport Office, Los Angeles
Tolliver, Anthony S., Consular Affairs, Visa Operations
Townsend, Craig Alan, Passport Office, Washington
Townsend, Lewis R., Bureau of Administration, Office of Mandatory Classification/Declassification
Turner, Maria, Foreign Service Institute
Upchurch, Robert Edward, Bureau of Intelligence and Research
Valentine, Nikita N., International Organization Affairs, Office of Administrative Services
Velott, Gregory Alan, Information Systems Office, Systems Design and Programming Division
Wang, Caroline, Bureau of Personnel, Office of Management
Ward, William Walter, Office of Operations, Office of Supply, Transportation and Procurement
Watkins, Ruby Thomas, Administrative and Clerical Pool
Watson III, Burlen Thomas, Consular Affairs
Watson, Michael A., Bureau of Personnel, Office of Management
West, Mary Beth, Office of the Legal Adviser, Economic and Business Affairs
Whelihan, Deborah M., Politico-Military Affairs
White, Paulette Vera, Office of Security
Wilkinson, Kathleen P., Economic and Business Affairs
Williams, Beverly, Administrative and Clerical Pool
Williams, Cheryl Demetrius, Office of the Comptroller, Financial Operations
Zawistoski, Alan J., Foreign Buildings Office

Appointments (May)

Abdel-Rehim, Janet Anne, Passport Office, Boston
Abraham, Susan E., Passport Office, Stamford
Aoki, Steven, Politico-Military Affairs
Bacon, Regina I., Office of Equal Employment Opportunity and Civil Rights
Bain, Clifton R., Passport Office, New York
Barnes, Cheryl Roselyn, Passport Office, Washington
Billingsley, Stephen Alan, Passport Office, Seattle
Bond, Valerie R., Passport Office, Washington

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Booth, Michael Keith, Passport Office, Seattle

Boothe, Marcia M., Passport Office, Seattle

Borgiotti, Luisa A., Foreign Service Institute

Bowers, Inez, Passport Office, Philadelphia

Brady, Linda C., Passport Office, Seattle

Brewer, Bernice, Passport Office, Chicago

Bullan, Vicki M., Passport Office, Seattle

Cain, Andrea Yvonne, Passport Office, Philadelphia

Capp, Ruth Louise, Passport Office, Seattle

Carey, Barbara Joan, Passport Office, Washington

Carpenter, Angela Denise, Passport Office, Washington

Carper Jr., Frank W., Passport Operations, Office of Program Support

Castellitto, Salvatore J., Inter-American Affairs

Cephas, Gail Renee, Passport Office, Washington

Cham, Patricia, Passport Office, New York

Charleston, Patricia Ann, Passport Office, Philadelphia

Chronister, Diane Elizabeth, Passport Office, Philadelphia

Churchwell, Nyle A., Passport Office, Houston

Coleman, Tamara Artinette, Passport Office, Washington

Colvin, Diane Carol, Passport Office, Seattle

Contee, Stephanie Y., Passport Office, Washington

Coogan, Kevin P., Passport Office, Boston

Cornaby, John Guyther, Passport Office, Seattle

Coté, Kimberlee K., Passport Office, Seattle

Cox, Pamela Michelle, Office of the Comptroller, Payroll and Retirement Accounts Division

Crampton, Gilbert W., Intelligence and Research, Information Handling Staff

Curran, Sally Dean, Passport Office, Washington

Czajkowski, Susan Shook, Passport Office, Boston

Dana, John Richard, Passport Office, Seattle

Darling, Catherine M., Passport Office, Boston

Davis, Dora E., Passport Office, Washington

Davis, Kim E., Passport Office, Boston

Davis, Rochelle Yvette, Passport Office, Philadelphia

Day, John G., Bureau of Administration, Office of Mandatory Classification/Declassification

Delay, Sharon Ann, Intelligence and Research, Intelligence Liaison

Dent, Carolyn Portia, Passport Office, Washington

Destralo, Rosemarie A., Passport Office, Philadelphia

Di Luzio, Mary Ann, Passport Office, Boston

Dixon, Victor Leo, Passport Office, Los Angeles

Dodge, Anthony, Passport Office, New York

Doherty, Deborah Ann, Passport Office, Boston

Dolan, David Mark, International Joint Commission

Doneker, Kimberly Grove, Passport Office, Philadelphia

Dunleavy, Nancy B., Passport Office, Miami

Emmet, Karen Elizabeth, Passport Office, Philadelphia

Emory, Delsa L., Passport Office, Philadelphia

Feighan, Rosemarie T., Passport Office, Philadelphia

Finver, Frank Jonathan, Passport Office, Washington

Flowerree, Charles C., Bureau of Administration, Office of Mandatory Classification/Declassification

Fowler, Kenneth Wayne, Passport Office, Philadelphia

Garufi, Celesta M., Passport Office, New York

Gilbert, John E., Passport Office, Washington

Gillett, Susan Jane, Passport Office, Philadelphia

Gleitsmann, Charlene M., Passport Office, Boston

Glover, Ruby M., Passport Office, Los Angeles

Gordon, Marva J., Passport Office, Stamford

Graham, Alaisha B. Saalim, Passport Office, Philadelphia

Gravitt, Gladys Lee, Passport Office, Washington

Gray, Blanchie Vanessa, Passport Office, Washington

Green, Alice O., Passport Office, Boston

Green, Leigh K., Passport Office, Philadelphia

Green, O'Felia R. G., Passport Office, Seattle

Gross, Harry, Passport Office, New York

Gross, Helen Louise, Administrative and Clerical Pool

Answers to Animal Adages

(1) "Let sleeping dogs lie." (2) "A bird in the hand is worth two in the bush." (3) "Trying to walk the cat back." (4) "The camel's nose under the tent flap." (5) "As easy as shooting fish in a barrel."

Guldera, James T., Passport Office, New York

Gunter, Maggie Louise, Passport Office, Washington

Harding, Thomas John, Passport Office, Philadelphia

Hardy, Carolyn Harper, Passport Office, Seattle

Harter, Pauline Lanell, Passport Office, Seattle

Hatfield, Antoinette J., Passport Office, Boston

Hendersom, Michelle H. A., Passport Office, Philadelphia

Henderson, Darlene, Passport Office, Chicago

Hennessey, Diane Marie, Passport Office, Boston

Hewlett, Regina, Office of the Comptroller, Financial Operations, Travel Claims Section

Hicks, Pauline Alice, Passport Office, Boston

Higley, Carrie Lynn, Passport Office, Seattle

Hoffenberg, Edward Joel, Passport Office, Washington

Hogwood, Wesleyann, Passport Office, Philadelphia

Holland, Eleanor B., Passport Office, Philadelphia

Holmes, Ruth, Passport Office, Philadelphia

Huffman Jr., Bobbie W., Passport Office, Washington

Hunter, Victoria Jean, Passport Office, Washington

Huth, John W., Passport Office, Seattle

Igoe, Leslie Anne, Passport Office, Boston

Irwin, Jeffrey C., Passport Office, New York

James, Naomi L., Passport Office, San Francisco

Jameson, Lee K., Passport Office, Seattle

Johnson, Cynthia P., Passport Office, Washington

Johnson, Deborah A., Passport Office, Philadelphia

Johnson, Joyce L., Office of Under Secretary for Management

Johnson, Regina M., Passport Office, New York

Johnson, Sandra P., Passport Office, Philadelphia

Jones, Delores W., Passport Office, Philadelphia

Jones, Leslie A., Passport Office, Philadelphia

Jurgensen, Timothy G., Passport Office, Seattle

Karasz, Ilonka Lieselotte, Passport Office, Washington

Kelly, Gary Stone, Passport Office, Washington

Kimbrew, Alicia M., Passport Office,

Chicago

Kobata, George H., Passport Office, Seattle

Kramer, Annette T., Foreign Service Institute

Lamothe, Michael F., Passport Office, New York

Lamplugh, Marianne E., Passport Office, Philadelphia

Lane, Karen, Passport Office, Boston

Lawrence, Valinda J. P., Passport Operations

Lazo, Linda Shiroma, Passport Office, Seattle

Lerner, Henry, Office of the Legal Adviser, Near Eastern and South Asian Affairs

Levesque, Joann Marie, Passport Office, Boston

Levit, Sandra M., Passport Office, Philadelphia

Lewis, Brenda J., Passport Office, Chicago

Lindsay, John Thomas, Passport Office, Philadelphia

Long, Valerie Ann, Passport Office, Seattle

Luckey, Dwight, Passport Office, Philadelphia

Lydon, Barbara M., Passport Office, Boston

Manley, Alberta T., Office of Citizen Services, Emergency Center

Mann, Stephanie L., Passport Office, Philadelphia

Massey, Valerie Ann, Passport Office, Washington

Matsuno, Barbara F., Passport Office, Honolulu

Matthews, Lanita Cassetti, Passport Office, Washington

McCannell, Susan Hall, Office of Civil Service Career Development and Assignments

McBride, Jerrett Celena, Passport Office, Washington

McDowell, Cammy Brenda, Passport Office, Seattle

Mellon, Mary N., International Joint Commission

Merullo, Bernadette F., Passport Office, Boston

Mondor, Raymond J., Passport Office, Washington

Moore, Robert Walker, Passport Office, Seattle

Moynihan, Sharon Rose, Passport Office, Boston

Munroe, Stephen D., Passport Office, Stamford

Muriel, Diane, Passport Office, New York

Murphy, Cornelius Michael, Passport Office, Boston

Nelson, Lanina, Passport Office, Philadelphia

O'Malley, Mary Ann, Passport Office, Washington

Oberlin, Paul Christopher, Passport Office, Washington

Olson, Jennifer M., Passport Office, Washington

Patrizia, Charles Andrea, Office of the Secretary, Office of Special Representative of the President

Patterson, Sandra D., Passport Office, Miami

Pestcoe, Linda Pearl, Passport Office, Philadelphia

Peugeot, Lyn M., Passport Office, Miami

Picinich, Judy, Passport Office, Seattle

Podeiko, Janet, Passport Office, Boston

Ponds, Marjorie Ann, Passport Office, Los Angeles

Porter, Mary Alice, Passport Office, Washington

Prather, Zofia H., Foreign Service Institute

Proctor, Vivian G., Passport Operations, Records Branch

Prowell, Grover Harry, Passport Office, Seattle

Reed, Bruce E., Passport Office, Miami

Roberts, Mary Ann, Passport Office, Seattle

Robins, Sandra Jean, Passport Office, Seattle

Robinson, Marcia, Passport Office, New York

Romine, Woodward, Bureau of Administration; Office of Mandatory Classification/Declassification

Roosevelt, Selwa S., Chief of Protocol

Rosenthal, Edward B., Bureau of Administration, Office of Mandatory Classification/Declassification

Rotstein, Dave P., Passport Office, Philadelphia

Sauve, Phyllis C., Passport Office, Seattle

Schuler II, James Lee, Passport Office, Washington

Sherman, Laura Beth, Office of the Legal Adviser

Silver, Barbara Jean, Passport Office, Washington

Silver, Judy T., Passport Office, Washington

Smith, Valerie Irene, Passport Office, Seattle

Smoot, Doris Evelyn, Passport Office, Washington

Sorrento, Lauren Mary, Passport Office, Boston

Spears, John L., Passport Office, Los Angeles

Taylor, Lorna T., Passport Office, Washington

Teweles, William J., Passport Office, San Francisco

Thomas, Sherlinda D., Administrative and Clerical Pool

Tosca, Eric P., Passport Office, New York

Valas, Robert J., Bureau of Administration, Office of Mandatory Classification/Declassification

Watson, Annette, Passport Office, Washington

Weathersby Jr., Elijah, Passport Office, Miami

White, Constance L., Passport Office, Miami

White, Helen L., Passport Office, Philadelphia

Whitfield, Vernard Lee, Passport Office, Washington

Whitten, Patience Kathleen, Passport Office, Boston

Wilson, Eileen M., Passport Office, Philadelphia

Wishnefsky, Bruce L., Passport Office, Philadelphia

Woodrow, Francesca R., Foreign Service Institute

Woodzell, Leslie, International Organization Affairs, Office of International Development

Young, Terry S., U S Mission to the United Nations

Young, Vicky L., Passport Office, Chicago

Yurek, Charles A., Passport Office, New York

Zekas, Raymond, Passport Office, Philadelphia

Reassignments (June)

Cassels, Georgene S., Office of Security, Command Center to Foreign Affairs Information Management Center

Dement, Terryleen K., East Asian and Pacific Affairs to Office of Pacific Island Affairs

Garner, Ann K., European Affairs, Office of Security and Political Affairs to Medical Services

Grant, Mary E., Office of the Historian to Policy Planning Staff

Jackson, Gregory O., Economic and Business Affairs to Office of the Comptroller, Financial Operations

Jeter Jr., R. Lee, Executive Secretariat to Office of the Under Secretary for Political Affairs

Johnson, Joan A., Passport Operations to Management, Office of Operations

Leonard Shirley L., Office of Security, Technical Services Division to Intelligence and Research, Office of Analysis for Near East and South Asia

McCarron, Bernadette M., U.S. Delegation to the Conference on Security Cooperation in Europe to Office of UN Political and Military Affairs

Miller, Jeffrey D., Bureau of Personnel, Administrative Services Division to Consular Affairs, Personnel Branch

Murphy, Maureen A., Foreign Buildings Office to Public Affairs, Correspondence and Management Division

Orndorff, Janet R., Consular Affairs, Personnel Branch to Bureau of Personnel, General Recruitment Branch

Pollard, Barbara A., Foreign Affairs Information Management Center to Foreign Buildings Office

Ponting Jr., Harry T., Central American Affairs to Intelligence and Research, Middle America-Caribbean Division

Rohrmann, Edward A., Passport Office, New York to Passport Office, Boston

Shankle, Susan C., Bureau of Administration, Personnel Management Division to Operations Center

Sisk, Mary E., Office of the Comptroller, Financial Operations to Bureau of Personnel

Stevens, Felicia Anne, Economic and Business Affairs, Textiles Division to European Affairs, Office of Security and Political Affairs

Strawberry, Wilma H., Policy Planning Staff to International Narcotics Matters

Thomas, Margaret Ann, Office of the Comptroller, Financial Operations to Operations, Office of Facilities Management and Administrative Services

Thomason, Wanda L., Bureau of Personnel, Retirement Division to Bureau of Administration, Personnel Management Division

Thompson, Benay M., Consular Affairs, Communications and Records Branch to Office of the Historian

Tillman, Marsha J., European Affairs to Office of the Under Secretary for Political Affairs

Tomberlin, Mark D., Administrative and Clerical Pool to Office of the Legal Adviser

Whitman, Torrey Stephen, Bureau of Personnel, Civil Service Career Development and Assignments Division to International Organization Affairs, Office of UN System Coordination

Reassignments (May)

Alba, Joann G., Foreign Affairs Information Management Center to Executive Secretariat Staff

Barrett, Ann Mary, Passport Office, Washington to Passport Operations

Chatmon, Bettie Jean, Office of Employee Relations, Retirement Division to Office of Comptroller, Financial Operations

Cherry, Renee, Administrative and Clerical Pool to Near Eastern and South Asian Affairs, Office of Economic Adviser

Coffman, Suzanne Elizabeth, Bureau of International Organization Affairs to Office of the Historian

Coleman, Helen M., Office of the Under Secretary for Political Affairs to Office of the Deputy Secretary

Curtis, Cecelia Yvonne, Passport Office, Washington to Office of Foreign Buildings

Fisher, David L., Foreign Affairs Information Management Center to Executive Secretariat

Ford, Felicia Celeste, Office of Passport Operations to Visa Operations

Gallucci, Robert Louis, Oceans and International Environmental and Scientific Affairs, Office of Nonproliferation and Export Policy to Near Eastern and South Asian Affairs, Regional Affairs

Higgins, Debra Ann, Foreign Service Institute to Office of the Under Secretary for Management, Executive Office

Howard, James F., Office of Comptroller, Financial Operations to Consular Affairs

Jordan, Marcia J., Politico-Military Affairs to Office of the Counselor

Libera, Thomas V., Administrative and Clerical Pool to the Executive Secretariat

Lorfano, Paula M., Office of the Historian to Office of Press Relations

McGraw, William D., Office of Position and Pay Management to Consular Affairs

Pappas Jr., Daniel J., Passport Office, Stamford to Office of Passport Operations

Pemberton, Janice H., Bureau of Personnel, Management to Office of the Under Secretary for Management, Executive Office

Ronchetti, Jeanne J., Bureau of Administration to Bureau of Personnel

Sears, Patricia Tara, Operations Center to Congressional Relations

Slaughter Jr., Harold J., Economic and Business Affairs to Office of Comptroller, Financial Operations

Turner, Joyce A., Intelligence and Research to Foreign Service Institute

Ulmer, Sandra Y., European Affairs to Office of the Under Secretary for Political Affairs

Resignations (June)

Alvarenga, Yara N., Foreign Service Institute

Bayard, Christopher S., Visa Operations, Office of Public and Diplomatic Liaison

Beacham, Lisa Ann, Consular Affairs

Blandford, Kristin A., East Asian and Pacific Affairs

Bobik, Leslie L., Office of Equal Employment Opportunity and Civil Rights

Bolka, Kim A., Visa Operations, Public Inquiries Division

Burr, Jewett Millard, Intelligence and Research, Office of the Geographer

Carlisle, Edwin Richard, Foreign Service Institute

Cephas, Gail Renee, Passport Office, Washington

Cephas, Sylvia C., Passport Operations

Coontz, Constance Patricia, Office of Overseas Citizens Services

Davis, Patricia L., Operations Center

De-Rivas, Juan Rafael, Foreign Service Institute

Deaner, Louis N., Passport Office, Washington

Earl, James D., Office of the Legal Adviser, Inter-American Affairs Division

Eliasson, Erika M., Foreign Service

FOREIGN SERVICE INSTITUTE—Graduates of the clerical orientation class, seated, left to right: *Carolyn Hill, Mernia Novitsky, Cynthia Saboe, Terri Williams, Julia Rottier.* **Second row:** *Kathy Summers, Joyce Kinney, Constance Braxton, Ethel McIvey, Dana Beach.* **Third row:** *Jessie Colson* **(course coordinator),** *Daniel Herman, Vicky Woods, Pauline Jackson, Lori Coleman, Valerie Crocker, Daniel Sheerin, Donna Garrett* **(faculty). Not available for photo: Arleen Anderson, Selwyn Brown, Lawan Carter, Christine Carey.**

Institute

Fox, James W., Office of the Under Secretary for Economic Affairs

Garkusha, George, Foreign Service Institute

Herman, Betty E., Passport Office, Chicago

Kissal, Maria J., Office of Security, Evaluations Division

Koba, June Ayako, Passport Office, Los Angeles

Koffman, Boyd M., Executive Secretariat

Lewis, Marion M., Foreign Service Institute

Link, Andrea Veronica, Visa Operations, Public Inquiries Division

Mackell, Christine X., Congressional Relations

Mazur, Patricia A., Executive Secretariat

McShane, Peggy C., European Affairs

Neet, Miriam, Politico-Military Affairs

Parker Jr., William W., Medical Services

Peterson, Eric Martin, East Asian and Pacific Affairs

Richey, Susan A., Politico-Military Affairs, Office of Munitions Control

Rohrmann, Edward A., Passport Office, Boston

Ross, Susan E., Passport Office, Los Angeles

Rudinsky, Helen Ann, Office of Operations, Office of Supply, Transportation and Procurement

Sherry, Anne-Marie, Human Rights and Humanitarian Affairs

Shubrooks, Shell R., International Organization Affairs, Office of UN System Budgets

Sorbello, Marie E., Public Affairs

Verkuilen, Paula A., Economic and Business Affairs

Watson, Donna J., Passport Services

Zitomer, Glenda J., Passport Office, Houston

Resignations (May)

Berry, Mary L., Human Rights and Humanitarian Affairs

Bloom, Mildred A., Passport Office, San Fransisco

Blount, Tina L., Politico-Military Affairs

Carlisle, Genevieve, Foreign Service Institute

Carson, Craig R., Public Affairs

Carter, Cecilia L., Passport Office, Los Angeles

Click, Dale, Passport Office, Philadelphia

Cobb, Clifford Melvin, Office of Comptroller, Financial Operations

Coles, Candace Lauran, Office of Operations, Transportation Operations Branch

Cowan, Jacquelyn D., Foreign Buildings Office

Dalberto, Veronica, Foreign Service Institute

Donahue, Joan Carole, Near Eastern and South Asian Affairs

Donkor, Joan-Marie, U.S. Mission to the United Nations

Feliciano, Pedro, Passport Office, Chicago

Garcia, Marlene, Inter-American Affairs

Hahn, Jeffrey Michael, Office of Operations, Supply Services Center

Hammonds, Dorothy H., Inter-American Affairs

Hoffman, Jean A., Bureau of Administration, Personnel Management Division

Janicki, Susan E., Inter-American Affairs

Jeter, Deborah L., Passport Office, Los Angeles

Kirkland, Terri J., Office of Security, Document and Information Systems Division

Long, Karen Faye, Foreign Affairs Information Management Center

Lunsford, Warren J., Office of Comptroller, Financial Operations

Martin, Ralph Drury, Office of the Legal Adviser, UN Affairs

Mussehl-Robey, Debra Lee, Bureau for Refugee Programs

Roaney, Maria A., Passport Office, Los Angeles

Sober, Sidney, Bureau of Administration, Office of Mandatory Classification/Declassification

Teicher, Howard, Office of the Counselor

Tso, Yeuk Lan, Foreign Service Institute

Valdes, Philip H., Bureau of Administration, Office of Mandatory Classification/Declassification

Retirements (June)

Adamson Jr., John, Foreign Affairs Information Management Center

Greve, Doris J., Office of the Comptroller, Financial Operations

Hall, Calvin C., Foreign Affairs Information Management Center

Lindberg, Marjorie B., Economic and Business Affairs, International Resources and Food Policy Division

Thomas, Yvonne M., Cuban Affairs □

Retirements (May)

Bryarly, A. Louise, Passport Office, Washington

Shaughnessy, Thomas H., Despatch Agency, Baltimore ■

FOREIGN SERVICE INSTITUTE—*Willie Gee*, **left, records management official, speaks at orientation program for new Department clerical employees. The others, from left:** *Adrienne Precha*, *Anita Woodruff* **(hidden in rear),** *Lisa Parisek*, *Sharon Sims*, *Alice Green*, *Leslie Jackson*, *June Tuten*, *Mildred Dey*, *Frances Suter*, *Tracy Hitt*. **Second row:** *Victor Hopkins* **and** *Donna Garrett* **and** *Jessie Colson*, **faculty.**

Education and Training

Schedule of courses at Foreign Service Institute

Program	*Aug.*	*Sept.*	*Oct.*	*Length of course*
Administrative training				
*Administrative CORE	—	7	4,25	3 weeks
General Services Operations	16	27	25	3 weeks
Personnel Laboratory	16	27	—	2 weeks
Budget and Financial Management	16	27	25	6 weeks
**Coping with Violence Abroad	2,9 16,23 30	13,20 27	4,25	1 day
**(Prerequisite before taking GSO, PER and B & F)*				
***(This course used to be available on a walk-in basis. It is now required that you pre-register.)*				
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedure	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Economic and commercial training				
Senior Trade Expansion Seminar	4	—	—	3 days
Executive Development				
Executive Performance Seminar	—	—	3	5 days
Program Directors Management Seminar	—	15	—	3 days
Supervisory Studies Seminar	—	—	24	5 days
Executive EEO Seminar	—	28	—	1 day
Deputy Chiefs of Mission Seminar *(By invitation only)*	—	—	—	10 days
Political training				
Foreign Affairs Interdepartmental Seminar	—	20	—	2 weeks
Negotiation Arts and Skills	—	13	—	1 week
Orientation				
Orientation Program for Foreign Service Officers	—	—	13	6½ weeks
Orientation Program for Foreign Service Personnel	—	—	18	5 days
The Department Officer Orientation Program	—	—	18	2 days
Foreign Service Secretarial Training	—	27	25	5 days
Departmental Clerical Orientation	—	13	4	5 days
*First-Time Ambassador's Secretary's Briefing	—	—	—	4 hours
**Self-paced, instructor-monitored*				
Clerical workshops				
*The Art of Dictation Workshop	27	—	—	4 hours
* The Art of Machine Transcription Workshop	27	—	—	4 hours
*Telephone Techniques Workshop	—	—	—	4 hours
**Self-paced, instructor-monitored*				
Secretarial skills				
Management Skills Seminar for Secretaries	—	27	18	2½ days (offsite)
Clerical skills				
Advance Stenography	—	—	5	4 hours
Department Correspondence	—	—		4 hours
Stenography Laboratory	—	—	12	9 weeks
Typewriting Laboratory	—	—	12	72 hours 9 weeks

—(Continued on next page)

Defense computer school is offering courses

The Department of Defense Computer Institute is offering courses on the application, operation and selection of digital computer systems, at Building 175, on N Street, between 9 and 10th Streets, in the Washington Navy Yard. The courses are open to State employees on a space-available basis. They should submit a training form, with a statement justifying the "need-to-know," to the Foreign Service Institute six weeks before the class begins. A schedule of the courses for 1982 and 1983 follows:

"Automated Information Systems Management for Senior Executives," for employees at Grades FE-02, SES/GS-16 and above: November 15–17, January 17–19, March 21–23, May 16–18, September 26–28.

"Automated Information Systems Management for Intermediate Executives," FD/FP/FS-3, GS-12 and above: October 18–29, November 29–December 10, January 10–21, February 7–18, February 28–March 11, March 28–April 8, April 25–May 6, May 16–27, June 6–17, July 11–22, August 15–26, September 12–23.

"Managing Automated Information Systems Acquisition," FO/FP/FS-3, GS-12 and above: October 4–8, November 1–5, December 13–17, January 10–14, February 28–March 4, April 11–15, June 20–24, August 1–5.

"Automated Information Systems Project Management," FO/FP/FS-3, GS-12 and above: October 18–27, November 29–December 8, January 3–12, February 7–16, March 14–23, April 25–May 4, June 6–15, July 11–20, August 15–24, September 19–28.

"Automated Information Systems Concept Development and Design," FO/FP/FS-4, GS-11 and above: October 4–8, November 15–19, December 13–17, January 24–28, February 28–March 4, April 4–8, May 9–13, June 20–24, August 1–5, August 29–September 2.

"Managing Automated Information Systems Resource Protection," FO/FP/FS-3, GS-12 and above: October 18–22, November 15–19, December 6–10, January 17–21, February 7–11, March 7–11, April 4–8, May 9–13, June 13–17, July 18–22, August 15–19, September 12–16.

"The Privacy Act and the Manager," FO/FP/FS-4, GS-11 and above: October 5–7, November 30–December 2, January 4–6, February 15–17, March 29–31, May 24–26, August 2–4, August 30–September 1.

"Advanced Automated Information Systems Management for Intermediate Executives," FO/FP/FS-3, GS-12 and above: November 1-4, December 13-16, January 24-27, March 14-17, April 11-14, May 9-12, August 29-September 1, September 26-29.

For more information, contact the Foreign Service Institute, Extension Studies Program, Office of the Registrar, 235-8764. □

Changes in terror seminar

The seminar on coping with violence abroad, reduced from two days to one, is being held in the East Auditorium at Main State, near the 21st Street entrance, until September 27. Until September 7, children over 14 may attend. But beginning on that day, the seminar will be open only to employees and their wives or husbands. Dependents may participate in programs offered on arrival at posts. For information, contact the Foreign Service Institute, Administrative Training Office, 235-3417. ■

Safety of life at sea group to meet July 14

The working group on radiocommunications of the Subcommittee on Safety of Life at Sea will conduct an open meeting on July 14 at 9:30 a.m. in Room 8334 of the Department of Transportation, 400 Seventh Street S.W. The purpose is to prepare position documents for the 25th session of the Subcommittee on Radiocommunications of the Intergovernmental Maritime Consultative Organization, to be held in London on December 13.

The group will discuss performance standards for shipboard radio equipment; the maritime distress system; digital selective calling; matters related to mobile telecommunications; and narrow band direct printing, among other topics.

Members of the public may attend up to the seating capacity of the room. For information contact R.L. Swanson, U.S. Coast Guard (G-TPP-3/63), Washington, D.C. 20593, telephone (202) 426-1231. □

—(Continued from preceding page)

Program	*Aug.*	*Sept.*	*Oct.*	*Length of course*
*Foreign Service Secretarial Correspondence **Arranged on individual basis (self-paced, instructor-monitored)*	—	—	—	72 hours 4 hours
Communications skills				
Speech and Oral Communication for Managers	—	—	21	15 hours
Courses for managers				
Reading Development Skills (Section I)	—	—	18	20 hours
Reading Dynamics (Section II)	—	—	18	20 hours
Advance Writing for Senior Managers	—	—	4	22 hours
Effective Oral Communications for Managers	—	—	21	15 hours
Effective Writing for Managers	—	—	5	20 hours
Area studies				
Africa, Sub-Sahara	9	—	4	2 weeks
Western Europe	9	—	4	2 weeks
People's Republic of China	—	—	18	2 weeks
East Asia	9	—	—	2 weeks
Eastern Europe and USSR	9	—	4	2 weeks
Latin America	9	—	4	2 weeks
Near East and North Africa	9	—	4	2 weeks
South Asia	9	—	—	2 weeks
Southeast Asia	9	—	4	2 weeks
Overseas Briefing Center				
Two-Week Family Workshop	—	—	23	2 weeks
Regulations, Allowances and Finances	—	28	—	3 days
Going Overseas	—	—	—	1 day
Re-Entry (Spouses)	—	—	4	1 day
Re-Entry (Singles and Couples)	—	—	13	1 day
Re-Entry (Families)	—	—	23	1 day
English Teaching	—	—	18	1 week
Career Counseling	—	—	5	4 days
Community Skills	—	—		1 week
Familiarization and short-term (FAST) courses				
Chinese	—	—	4	6 weeks
French (Metrop.)	23	20	18	10 weeks
French (Sub-Sah.)	23	20	18	10 weeks
German	—	7	—	10 weeks
Italian	—	7	—	10 weeks
Polish	—	—	18	6 weeks
Portuguese (L.A.)	—	7	—	10 weeks
Portuguese (Eur.)	—	7	—	10 weeks
Russian (RU-F)	—	7	—	6 weeks
Spanish (Eur.)	23	20	18	10 weeks
Spanish (L.A.)	23	20	18	10 weeks
Turkish	—	—	18	6 weeks
Early morning language classes				
Chinese (Standard) 1	—	—	4	17 weeks
French 2	—	—	4	17 weeks
German 2	—	—	4	17 weeks
Italian 2	—	—	4	17 weeks
Portuguese 2	—	—	4	17 weeks
Russian 2	—	—	4	17 weeks
Spanish 2	—	—	4	17 weeks

1—MLAT score of 60 or better or previous language experience required for beginners (see early morning announcement for details).

2—MLAT score of 50 or better or previous language experience required for beginners (see early morning announcement for details). □

American Diplomacy 1782

The 'necessary' and the 'advisable'

July 1782

By Jan K. Herman

THE INFLUENZA that confined Benjamin Franklin to bed for several days last month now puts John Jay out of action. On the 1st, the epidemic takes the life of British Prime Minister Rockingham.

The complexion of the British government suddenly changes. Lord Shelburne becomes the new prime minister, and Secretary for Foreign Affairs Fox, his bitter rival, resigns. Although Shelburne replaces him with Lord Grantham, the prime minister keeps the authority of the Foreign Office for himself. Alleyne Fitzherbert, a man whose loyalty to Shelburne is unquestioned, replaces Thomas Grenville, Richard Oswald's co-negotiator in Paris. The British government now speaks with one voice—Shelburne's voice—even though the new prime minister still must answer to a king who has yet to reconcile himself to the idea of American independence.

Franklin meets with Oswald on the 9th. It is an informal session at which Franklin reads a memo outlining what he considers to be America's essential points for peace. Oswald must rely on notes and his memory, for Franklin will neither let him see nor copy the memo. Errant documents can incriminate, and negotiating separately with Britain is something Franklin would rather not advertise.

The points are grouped under the general headings "Necessary" and "Advisable." Franklin considers the first four non-negotiable:

(1) Britain must acknowledge American independence and withdraw her troops from all American territory.

(2) The boundaries of the independent states and the loyal colonies [Canada] must be established.

(3) Canada's boundaries must be confined to those of 1774.

(4) America must have free access to the fishing and whaling grounds off the banks of Newfoundland and elsewhere.

Although the remaining four are negotiable, Franklin sees their adoption as smoothing the path toward a just settlement:

(5) A voluntary offer of reparations to Americans whose towns were burned.

(6) An acknowledgment by Parliament of its error "in distressing those countries so much . . ."

(7) American ships and trade should be given the same privileges as British ships and trade.

(8) Canada should be ceded to the United States.

Oswald relates the "thoughts" to his superiors and suggests the adoption of the "Necessary" proposals. If they are adopted, he reasons, the Americans would likely not insist on the others.

(One of a series)

Having spoken his piece, Franklin is by no means certain of the outcome. He learns of the shakeup in the British cabinet, of George III's continuing opposition to independence, and the rumor that the cabinet is discussing new conditions for independence. Nothing further can be accomplished, he tells Oswald, until Shelburne makes himself clear on the subject. In a letter to his English friend, David Hartley, Franklin expresses his disappointment at the slow pace of negotiations and points out that the attempt of the British commander in America to woo Congress into a separate peace is doomed. The Americans were "for continuing the war at all hazards, rather than violate their faith with France."

The month's diplomatic exchanges end with an unprecedented personal appeal to General Washington for the life of the young British captain ordered to be executed in reprisal for the murder of an American POW by the British. The case of Captain Asgill has reached the attention of the French king. Foreign Minister Vergennes is himself sufficiently moved by a letter from the soldier's mother that he writes Washington, enclosing Lady Asgill's letter. "Your Excellency will not read this letter without being extremely affected; it had that effect upon the king and queen, to whom I communicated it. . . ." Vergennes reminds Washington that although Captain Asgill is a prisoner of the Continental Army, he was put in that circumstance at the Battle of Yorktown, a victory brought to fruition with the aid of French arms. "I sincerely wish . . . that you will not be indifferent to the prayers and to the tears of a family which has recourse to your clemency through me."

The commander-in-chief cannot remain indifferent to Vergennes' wishes and, indeed, may have to reconsider one of his most unpopular and misguided decisions. ■

Bureau Notes

Secretary's Office

SECRETARY HAIG traveled to Annapolis, Md., May 22, to address the U.S. Naval Academy. Accompanying him were MRS. HAIG and SHERWOOD GOLDBERG, executive assistant to the Secretary ... On May 26 Mr. Haig addressed the Chicago Council on Foreign Relations. Traveling with him were Mrs. Haig; Mr. Goldberg; HARVEY SICHERMAN and KATHERINE BACKUS, special assistants; and DENISE BARTLEY, secretary, Office of the Secretary ... Mr. Haig accompanied PRESIDENT REAGAN on the European trip, June 2–11, to attend the economic summit in Versailles and the NATO summit in Bonn. The trip included a stop in Berlin and visits with QUEEN ELIZABETH at Windsor Palace and Pope JOHN PAUL II in Rome. Traveling with the Secretary were Mrs. Haig; Mr. Goldberg; E. ANTHONY WAYNE and KEITH SCHUETTE, special assistants; LORA SIMKUS, personal assistant; BONNIE ROBERTS and BETTY GASTON, secretaries, Office of the Secretary; MARK PALMER, deputy to the under secretary for political affairs; CLAYTON McMANAWAY, deputy executive secretary; GEORGE TWOHIE, executive director, Executive Secretariat; MARSHALL CASSE, special assistant to the under secretary for economic affairs; ERIC EDELMAN, TOM WHITE, RICHARD SHINNICK, JAMES LANE, WILLIAM MONTGOMERY and WILLIAM McCAHILL, staff officers, Executive Secretariat; SHARON OHTA, KATHY McGUIGAN, MARIE MORRIS, BETSY NEIL and MILDRED ENGRAM, secretaries, Executive Secretariat.

The special assistant to the Secretary and coordinator of international labor affairs, JOHN A. WARNOCK, attended the 68th International Labor Organization conference, June 2–23, in Geneva, as one of the two U.S. Government delegates ... DAN TURNQUIST, formerly labor attache of Embassy Stockholm, assumed new duties, May 4, as deputy coordinator of international labor affairs ... MAX ROBINSON has joined the Operations Center as senior watch officer. Mr. Robinson was formerly a counselor for junior officers in the Bureau of Personnel ... TED STRICKLER left the Operations Center for an onward assignment to Cairo. BILL STANTON also left to become a staff assistant in the Bureau of Near Eastern and South Asian Affairs .. SUSAN SHANKLE is a new addition to he staff, as an operations assistant ... Summer students are STEVE RAMSEY, DAVID FUSS and MARK TAYLOR. Mr. Ramsey is erving his third summer in the Operations Center. ☐

NDER SECRETARY, POLITICAL AFFAIRS

Under Secretary LAURENCE EAGLEBURGER, accompanied by his executive asistant, TOM PRICE, traveled to Malta for bilateral consultations with PRIME MINISTER MINTOFF, PRESIDENT BARBARA and Foreign Minister SCEBERRAS TRIGONA, May 16–18. On the way back, he stopped in Rome for meetings with Italian FOREIGN MINISTER COLOMBO and other senior Italian officials ... ROBERT PERRY has joined the staff as special assistant to the under secretary ... CLARA GALFORD received her 20-year length-of-service certificate. ☐

UNDER SECRETARY, ECONOMIC AFFAIRS

MARSHALL CASSE attended the Versailles economic summit, June 4–6, and accompanied the President's delegation to London, June 7–9. He was chief assistant to Assistant Secretary ROBERT HORMATS (the personal representative of the President) for summit preparations, and managed the compilation of the Presidential briefing materials for the trip. ☐

OFFICE OF PROTOCOL

SELWA ROOSEVELT assumed her duties as chief of protocol on April 16 and was sworn in with the rank of ambassador on May 21. She and BUNNY MURDOCK accompanied PRESIDENT REAGAN and SECRETARY HAIG during their European trip, June 2–11. CATHY DONNELL and KAREN RIZEK have joined the staff as summer clerical employees. GAHL BOTHE and LYNNE MILLER escorted the presidential delegation to Korea, commemorating the centennial of U.S.-Korea relations. ☐

SECRETARY'S OFFICE—*Laura T. Barnes* is presented a meritorious award by *John D. Stempel*, director of the Operations Center, Executive Secretariat. She is a secretary in the Special Operations and Task Forces Office of the Operations Center.

Administration

CLASSIFICATION/DECLASSIFICATION CENTER

A four-member delegation from Canada's Department of External Affairs, headed by EDWARD REYNOLDS, coordinator, access-to-information and privacy legislation, visited Washington for a series of meetings, May 11–13. The other delegation members were SAUL GREY, director, Information Systems and Records Management Division; DACRE COLE, head of the inquiries and archives section, Historical Division; and G. GREGOR, national security section. The meetings, held at U.S. initiative, had as their principal subject issues arising out of proposals for declassification of records for publication in "Foreign Relations of the United States," for release under the Freedom of Information Act or mandatory review, or for release by Archives after systematic review. Inasmuch as the government of Canada was considering legislation in the fields of privacy and access to information, the delegation was also keenly interested in U.S. organization and procedures in those areas.

The U.S. delegation dealing with the Canadians was headed by deputy assistant secretary JOHN R. BURKE. Among other officials with whom the visitors met were: WILLIAM Z. SLANY, historian of the Department, and NEAL PETERSEN, his deputy; EDWIN A. THOMPSON, director, Records Declassification Division, and MILTON O. GUSTAFSON, chief, diplomatic branch, National Archives and Records Service; WILLIAM PRICE, director of the Foreign Affairs Information Management Center; and FRANK MACHAK, chief of its Information Access and Services Division; GEORGE W. OGG, deputy director, Office of Canadian Affairs; THOMAS W. AINSWORTH, director, Office of Mandatory Review, Classification/Declassification Center; and LAURENCE G. PICKERING, director, Office of Systematic Review at the Center.□

OFFICE OF COMMUNICATIONS

JOSEPH F. ACQUAVELLA has assumed duties as chief of special projects ... WILLIAM BISCHOFF, regional communications programs officer for the inter-American area, and ARTHUR E. MOODY, Communications Security Division, attended a two-week national communications security course at the National Security Agency, Fort Meade, Md. ... THOMAS J. McCAY, chief of the Communications Security Division, addressed a national communications security class at the National Security Agency. He presented a history of the Diplomatic Telecommunications Service and provided background information on several communications security-related programs that are being implemented. ... PATRICK J. DUFFY, operations officer for the inter-American area, has received a meritorious service increase.

The following in the office on consultation recently: SANDRA WILLIAMS, Vienna; CARL OBIDEN, Nassau; COLLEEN HUSTON, Khartoum; EDWARD NEWNHAM, The Hague; JOEL COLEY, Colombo: ARCHIE McLAUGHLIN, Dublin; GORDON LANE, Manila; RICARDO CHIARELLA, Helsinki; MICHAEL McCAFFREY, Tokyo; HENRY KAYODA, Kuala Lumpur; MANUEL GUADRADO, Kigali; FRANK PRESSLEY, Canberra STANLEY WOOD, Paris; SIDNEY NANCE, Tunis; GEORGE SMITH, Panama; RICHARD TINKER, Montevideo. Completing courses in the Training Division were: GEORGE SMITH, Panama; JOSEPH REEVES, Paris; HELEN YANO, Sao Paulo; REBECCA STEPHAN, Curacao; MARK TRAXLER, Libreville; ALBERT HOLLOWAY, Bissau; FERRELL COOPER, Antananarivo; ARTHUR FLOURNOY, Communications Center Division; COLLEEN HUSTON, Khartoum; RONALD STIBAL, Kampala; CHARLES HEARNE, Khartoum; EMANUEL COLTATUE, Planning and Engineering Division; OSCAR BLAIN, Bissau; GLENN COCKRILL, communications rover in Manila; SIDNEY NANCE, Tunis; and ALBERT HOLLOWAY, Bissau.□

OFFICE OF SECURITY

During May, CROWN PRINCE HASSAN of Jordan traveled extensively throughout the United States. One of his stops was San Francisco, where assistant special agent-in-charge ERV WEBER was the advance agent. Also assigned to that detail as a traveling agent was JACKSON BOOTH who, upon his release, reported to his new duty station in San Francisco ... PHIL WHITNEY was assigned to Mrs. IMELDA MARCOS' detail during May and June, traveling to New York, Knoxville and Washington ... JOE HAWE attended an Education and Training Staff course entitled "Terrorism and Crisis Management," in Washington, during May ... BRAD UPDEGROVE and JOE HAWE were assigned temporarily to the Secretary's security detail. The itinerary included domestic and European travel stops ... On June 21 MARYJO RADOSEVICH was to return to duty for approximately three months, at the San

MADRID—At regional security conference, from left: *Lou Grob*, Athens; *Sid Felford*, London; deputy assistant secretary *Marvin Garrett; Wally Gillian; Gordon Harvey*. Standing: *Art Hanrekan*, Geneva; *Mark Sevens*, Casablanca; *Bob Vertocnik*, *Gerry Hollenbeck*, The Hague; *Dick Roberts*, Frankfurt; *Jim Kolesnick; Mark Mulney*, Paris; *Bill Armor; Greg Bujac*, Brussels.

Francisco Field Office ... From May 17–21, GERALD DESALVO attended a U.S. Secret Service protective operations course ... LIBBY GRAVELY, a security support officer, retired June 11 after more than 20 years at the Washington Field Office ... Special agent W. LEE REED, an experienced computer programmer, assisted the Washington Field Office in initiating its automated case management program during June. This program, designed by the Washington Field Office, is expected to allow instant tracking of an investigative case from the time it enters the office until it is closed. The system reportedly enables time and motion measurements across the flow of a case's history, within the operational control of the Washington Field Office. By wedding the automated case management system to the automated time and attendance report, the program is expected to produce the biweekly statistic report, as well as a running average measuring agent and word-processor productivity.

The Dignitary Protection Office provided security details for the following: AMBASSADOR ELEKDAG of Turkey, Mrs. Marcos of the Philippines, Prince MOULAY ABDULLAH of Morroco, SHEIK YAMANI of Saudi Arabia, CROWN PRINCE HASSAN of Jordan, FOREIGN MINISTER STREET of Australia, FOREIGN MINISTER MENDEZ of Argentina and FOREIGN MINISTER KHADDAM of Syria. The agents in charge of these details were JEFF BOZWORTH, JOE D. MORTON, ROBERT DAVIS, DARYL RASHKIN, TOM JACK and JERRY DUMAS ... CHRIS DISNEY, DENNIS WILLIAMS and WALTER BACAK traveled to New York, June 4, to open the command post in the Summit Hotel for the UN Special Session on Disarmament ... On June 4 LOUIS MIZELL gave a four-and-a-half-hour seminar, in Oklahoma, to the Oklahoma State Bureau of Investigation on operational, academic, and intelligence matters associated with terrorism.

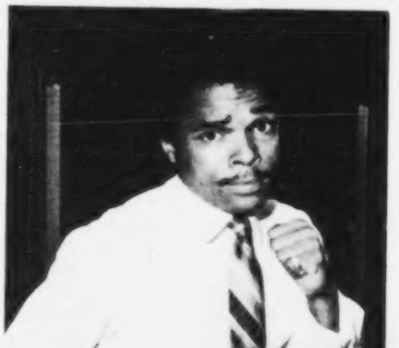
BILL GIBSON has become the chief of the Division of Foreign Operations ... STEVE HIPSON went to Fort Bragg, N.C., to speak to the foreign area officers class on the role of the regional security officer ... JEFF BOWERS and RICK THOMAS were on a protective detail in Florida for the visit of the Syrian foreign minister ... RICK THOMAS departed Foreign Operations for the Education and Training Staff, and JEFF BOWERS moved to the European Desk ... JOHN TELLO and BRUCE TULLY were on protective security details in New York ... BILL HOLDA, a retired annuitant, was to go to Moscow on three-month temporary duty ... The following regional security officers consulted in the Division of Foreign Operations: LARRY HARTNETT, Belgrade; GARY DENITTO, regional security officer-designate, Yaounde; TONY WALTERS, Bogota; BOB BOYKE, regional security officer-designate, Tunis; STEVE CRAIGO, former regional security officer in Beirut; SCOTT TRIPP, Hong Kong.

LEO URBANIAK attended a Government-sponsored, weeklong seminar on "Suitability and Security Adjudications Guidelines." ... CINDY GOSSOM and LEO URBANIAK attended a seminar at FBI headquarters entitled "National Crime Information Center as a Valuable Tool for Criminal Investigators." ... Summer employees KATHY McDERMOTT and TOMI COX have been assigned to the Division of Evaluations to help with the summer backlog of cases ... CLARENCE STAFFORD and LEO URBANIAK were assigned to protective details in New York for the UN Special Session on Disarmament ... CINDY GOSSOM attended the third annual seminar on "Security of Federal Automated Information Systems." ... MAC McGUIRE attended a seminar at the Foreign Service Institute, and served as the senior controller during the evacuation and hostage and training exercise on terrorism for mid-career officers. ☐

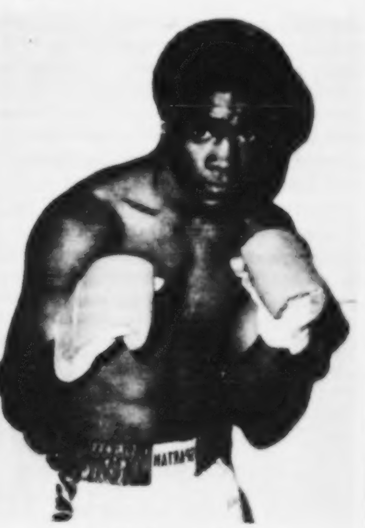
Language Services Division

The NATO Board of Ocean Shipping conference met in the Department, May 18–20. Division chief NORA M. LEJINS served as language services officer, CAROL WOLTER as chief interpreter and JACQUELINE JARMAN as supervisor of the translating team. DIMITRY ZARECHNAK interpreted for U.S.–Soviet wheat negotiations, in Paris, May 19–24. CYRIL MUROMCEW accompanied the U.S. delegation to review talks on incidents at sea, in Moscow, May 20–28. Interpreting Branch chief DON BARNES, TONY HERVAS and a team of contractors interpreted at a U.S.–Mexico interparliamentary meeting, in Santa Barbara, May 28–31. PRESIDENT REAGAN addressed the meeting. Ms. Wolter and former division interpreter HELEN KAPS ELY interpreted for an AID housing conference, in Botswana, May 31–June 4. Verbatim reporter FERD KUYATT and retiree contractor ARNOLD COHN covered the Secretary's speaking events in Chicago, May 26. Retiree contractor WYLMA JAMES covered Deputy Secretary WALTER J. STOESSEL's luncheon speech before the World Affairs Council of Pittsburgh, May 27. Interpreters SOPHIA PORSON, ALEC

Department of Look-Alikes



Mr. Mitchell



Mr. Leonard

IT'S WELL ESTABLISHED by now that Warren Mitchell and Sugar Ray Leonard have separate identities. "I may look like the champion," Mr. Mitchell says, "but I don't box like him." Mr. Mitchell, in case you haven't heard, is chief of the Communications Center in the Bureau of Personnel. Mr. Leonard, in case you haven't heard, is the king of the welterweights, which would include Mr. Mitchell, who is 147 and 5 foot 7. Mr. Mitchell's other dimensions—reach, biceps, fist, etc.—are not known, but it doesn't matter because STATE has no intention of promoting a match between them.

TOUMAYAN, CORNELIUS IIDA, NEIL SEIDENMAN and HARRY OBST assisted the President and MRS. REAGAN during various stages of their European trip; the first two in Paris and Versailles, and Mr. Toumayan also at the NATO summit in Bonn; Mr. Iida during the bilateral with the Japanese prime minister in Versailles, Mr. Seidenman on the flight to Italy and subsequent meetings in Rome; and Mr. Obst in Bonn and Berlin. STEPHANIE VAN REIGERSBERG proceeded to Madrid, June 2, for what was to have been a final spurt of the U.S.-Spain base talks. She was followed shortly thereafter by TONY SIERRA, for certification of the final texts of the agreement. By June 11, however, the talks were suspended. ZAKI ASLAN accompanied VICE PRESIDENT BUSH to Saudi Arabia, June 14–18, to express condolences on the king's death. CYRIL MUROMCEW and DIMITRY ZARECHNAK were in New York for the Haig/Gromyko meeting, June 18. On June 25 Mr. Muromcew and LAWRENCE BURRELL flew to Geneva in anticipation of the pending strategic arms reduction talks there. ☐

African Affairs

Assistant Secretary CHESTER A. CROCKER addressed the bureau-sponsored scholar-diplomat seminar, May 24, on "U.S. Policies in Africa." Mr. Crocker's remarks led off three days of discussion, May 24–26, on the seminar's theme, "The Public and Private Sector Roles in Developing Economic Relations With Africa." Private-sector representatives included bankers, businessmen, scholars, consultants and analysts. Public-sector representatives came from AID, ICA, the Central Intelligence Agency and the Department of Commerce, as well as State.

Deputy assistant secretary JAMES K. BISHOP briefed officers of the Army War College in Carlisle, Pa., May 20, on "African Security Issues." Deputy assistant secretary PRINCETON LYMAN briefed a group of vice presidents from Chase Manhattan Bank's African Departments International, June 3, on "Economic Issues in Africa." ROBERT PRINGLE, director, Economic Policy Staff, briefed Voice of America officials on "U.S.-African Economic Issues," May 25. He also participated in a dialogue with officials and economic experts on development policy issues in Abidjan, June 2–4. The conference was sponsored by the donor group, Cooperation for Development in Africa.

MICHAEL WYGANT, director, Public Affairs Office, spoke on "U.S.-Africa Relations" at the National Conference for Young Political Leaders, May 25. ROBERT CABELLY, special assistant to Mr. Crocker, participated in panel sessions on U.S. relations with southern Africa, June 10–11, in Los Angeles, at a conference sponsored by the African-American Institute. STEVEN WAGENSELL, country officer for Gabon, Cameroon, Equatorial Guinea, Sao Tome and Principe, ended his tour in the Office of Central African Affairs on June 18. He was the recipient of a Meritorious Honor Award for his accomplishments. He was to go to Harare, Zimbabwe, as political officer. FRANCES WURLITZER was to succeed Mr. Wagenseil, assuming her new responsibilities this month. RAYMOND J. PARDON, desk officer for GHANA, Cape Verde and Guinea Bissau, Office of West African Affairs, visited his countries on an orientation tour, May 24–June 7. MELINDA KIMBLE entered the Office of West African Affairs, June 1, to take up her duties as desk officer for Senegal, Gambia, Mauritania and Western Sahara. Her predecessor, WILLIAM HUDSON, left May 28 for Lome, Togo, to become deputy chief of mission. ☐

Consular Affairs

Assistant Secretary DIEGO C. ASENCIO was interviewed, May 17–18, on radio in Chicago and by the Chicago Sun-Times, and he addressed the Chicago Council on Foreign Relations on immigration policy. He spoke again on immigration policy at the Illinois Consultation on Ethnicity in Education luncheon, and visited the Chicago Passport Agency. On June 1–2, Mr. Asencio, accompanied by the deputy assistant secretary for passport services, J. DONALD BLEVINS, and public affairs adviser CINDY J. FOX, gave a presentation on U.S. immigration policy at the New York Center for Inter-American Relations; visited the New York Passport Agency; and was interviewed by 15 writers and editors of Time magazine, on immigration policy. ROBERT E. FRITTS, senior deputy assistant secretary for consular affairs, addressed the national foreign policy conference for young political leaders, in the Department, May 25, on immigration policy.

ROBERT B. LANE, deputy assistant secretary for overseas citizens services, addressed the mid-level professional course, May 26, at the Foreign Service Institute, on participation in the country team. On May 28, Mr. Lane addressed the Foreign Service national employees graduation ceremonies and presented certificates to the participants. LOUIS P. GOELZ, deputy assistant secretary

BAMAKO, Mali—The American International School here now has its own six-room building, and two additional classrooms are under construction but, for the time being, principal *Gwen Mitzel* supervises from the outside. And that's *Marlene Shoemaker* scrubbing, which proves the versatility of schoolteachers.

CONSULAR AFFAIRS—Assistant Secretary *Diego Asencio* receives report from the bureau's Civil Service study group. The group was formed at his direction to report on the status and concerns of the Civil Service employees in the bureau. Left to right: *Teresa Hobgood*, *Antonia Simms*, *Hattie Tapley*, *Joyce Gunn*, *Roberta McGough*, *Marlena Schwartz*, *Lattice McNeil*, *Mr. Asencio*, *chairman John Hotchner*, *Anthony Saridakis*, *Mal Zerden*, *Rose Gorzkowski*, *Everett Stanard*. Absent from photo: Melvern Van Hook, Ed Betencourt.

for visa services, traveled to San Antonio to attend the American Immigration Lawyers Association conference, May 26–30, and to Nuevo Laredo, Mexico, for consultations, May 30–June 1.

On May 19, CARMEN A. DIPLACIDO, director, Office of Citizens Consular Services, addressed the Consular Law Society at the Harvard Club, New York, on "Loss of U.S. Nationality." In May, DANNY ROOT, representing the Visa Office, attended the New York Bar Association's seminar on immigration law, and traveled to Manila with a Systems Support Staff team to instruct the immigrant visa staff in the use of the immigration visa applicant control system. On May 24–27, CORNELIUS D. SCULLY traveled to Seattle to address the National Association for Foreign Student Affairs conference, and to San Antonio for the American Immigration Lawyers Association conference. On May 19, WILLIAM K. WHARTON, chief, Office of Citizenship, Nationality and Appeals, served as a moot court judge in a mock trial for the Mid-level consular course. Mr. Wharton also spoke to the same group on the Privacy Act, May 21. On May 19, KAREN E. SPINNER, Office of Citizenship, Nationality and Appeals, addressed Foreign Service national employees on travel restrictions, and used the Washington Post case to illustrate the Privacy Act.

COLUMBUS GEER, acting regional director of the Washington Passport Agency, conducted a tour of the travel document issuance system for the Foreign Service national employees. STEWART BIBBS guided the group through the passport files miniaturization setup, and DELORES GRAY presented the section on the automated visa lookout system. NANCY MEYER, Evaluations and Standards Division, conducted an antifraud seminar, which included a slide presentation for the Foreign Service national employees, May 19. VIVIAN FERRIN, Office of Passport Services; CYNTHIA GETHERS, Field Agency Liaison Staff; BILL MALCOLMSON, Official Travel Branch; and RICHARD McCLEEVY, Office of Management Planning, formed the management assistance team that went to the Chicago Passport Agency, May 16–22. Mr. Ferrin and Ms. Gethers visited the Chicago agency again, June 8–13, for management review and modification of the travel document issuance system.

On June 15, Mr. Blevins traveled to the Chicago agency.

Personnel who completed courses during May include ETHEL McIVE and MARY ALICE NOYES, who attended the supervisory studies seminar at Harpers Ferry, W. Va.; JESSIE HINSON, speech and oral communications; and KATHLEEN HELTON, English and communications skills. Summer interns and summer clerical employees who joined the bureau include ANGELA JOHNSON, Office of the Assistant Secretary; KATHRYN WEATHERS, MICHAEL WATSON and AMY SCHMITT, in Overseas Citizens Services; STEVE SWANKOWSKI, in Citizens Consular Services; and REGINA FORD, PATRICIA HOFFMAN, LINDA SNELL and GREGORY BROWN, Citizens Emergeny Center. Also new are ANN BARRETT, WILLIAM D. CHRONISTER and DAN PAPPES, Evaluations and Standards Division; JOY CHURCHILL, Telephone Inquiries Branch; and CONSTANCE RUSH, CARL TROY and ALBERTA MANLEY, Overseas Citizens Services.

EDWARD WILKINSON, Citizens Consular Services, is on temporary duty at the American embassy, Buenos Aires, assisting the consular section. RUSSELL M. WINGE, deputy director of the Citizens Emergency Center, has departed for a new assignment at the consulate general in Vancouver, while GEORGE FOURIER, Citizens Consular Services, has begun a tour of duty at the New York Passport Agency. SALLYBETH BUMBREY, Citizens Consular Services, has departed for Foreign Service Institute training prior to taking up a new assignment overseas, while NORMAN SINGER departed for Edinburgh as its principal officer. DALE LEACH, Citizens Emergency Center, has moved to an assignment in the Bureau of International Organization Affairs. Secretary LULA ELLIS is transferring from the Citizens Emergency Center to Citizens Consular Services. ☐

Combatting Terrorism Office

FRANK H. PEREZ, deputy director, attended the conference on terrorism sponsored by the Institute of International Questions, in Madrid, June 10–12. He presented a paper on terrorist attacks against diplomats. He also consulted with the American embassy and Spanish officials. On May 14 he visited Los Alamos and consulted with various laboratory directors. On May 5 he addressed the War College class of 1982 on the U.S. government response to international terrorism . . . IRA H. LEVY spoke at the U.S. Air Force Special Operations School, at Hurlbert Field, Fla., May 25. On June 2 he participated in a terrorism workshop for foreign area officers at the School of International Studies, Ft. Bragg, N.C. . . . KEVIN McCONNEL has joined the office staff. ☐

East Asian and Pacific Affairs

Assistant Secretary JOHN H. HOLDRIDGE appeared before the Senate Foreign Relations Asian subcommittee to address U.S. policy in southeast Asia, June 8. On June

10, he participated in the American Defense Preparedness Association conference at the Naval postgraduate school in Monterey, Calif. He accompanied Deputy Secretary WALTER STOESSEL to Asia to participate in the Association of Southeast Asian Nations foreign ministers meeting in Singapore, June 17-18, and the Australia-New Zealand-U.S. (ANZUS) council meeting in Canberra, June 21-22. He also traveled to Jakarta, Bangkok and Rangoon for consultations.

ROBERT A. BRAND, deputy assistant secretary for Australia, New Zealand and the Pacific islands, attended the East Asian chiefs of mission conference in Honolulu, April 19-22; consulted with Japanese and U.S. embassy officials in Tokyo, April 24-28; and accompanied VICE PRESIDENT BUSH during his trip to Australia, April 28-May 2. From May 3-5, Mr. Brand consulted with officials of the Solomon Islands in Honiara. From May 5-21, he traveled to Melbourne, Brisbane, Canberra, Sydney, Dunedin, Wellington and Auckland, calling on both host country officials and members of the opposition, as well as participating in the Australian/New Zealand/American Studies Association conference, where he addressed the gathering May 15, on "The Role of the Superpowers: An American View." Mr. Brand will accompany Mr. Stoessel to the Australia-New Zealand-U.S. treaty ministerial, June 21-22, in Canberra, and to New Zealand, June 23-24. On May 6, deputy assistant secretary THOMAS P. SHOESMITH traveled to New York to attend discussions on Japan with the Council on Foreign Relations. He also gave a speech on May 17 to the students and staff at the Air War College, Maxwell Air Force Base, Montgomery, Ala., on "The Role of the United States in World Affairs."

The former director of the Office of Economic Policy, WILLIAM PIEZ, has taken up his post as economic minister at Tokyo, and has been succeeded by HENRY BARDACH. Mr. Bardach attended a regional conference on U.S. trade and investment relations with Japan and other U.S. trading partners entitled "Regional Conference on Responsible Reciprocity," held by the World Trade Club, May 20-21, in Atlanta. He and the director of the Office of Indonesia, Malaysia, Burma and Singapore Affairs, FRED BROWN, attended a ceremony and luncheon marking the opening of a representative office in New York of the Indonesian Investment Coordination Board, June 1. EDWARD CHESKY has joined the office as international economist dealing with Association of Southeast Asian Nations affairs, replacing JAMES KLEMSTINE, who has retired. MANUEL BARERRA has departed the office to take up new responsibilities in the Bureau of Economic and Business Affairs. MICHAEL MICHALAK has been transferred to the Office of Japanese Affairs.

On May 21, SECRETARY HAIG hosted a reception to commemorate the 100th anniversary of U.S.-Korean relations. Korean guests included Korean Ambassador LEW BYONG HION and a Korean presidential delegation led by former Foreign Minister PARK TONG-JIN. CHIEF JUSTICE BURGER and TREASURY SECRETARY REGAN attended with members of Congress and executive branch officials. During the same week, the deputy country director for Korea, WILLIAM BREER, accompanied a Presidential delegation, headed by retired General LYMAN LEMNITZER, to Seoul. The highlight of the visit was the groundbreaking for a centennial monument in Inchon. The director of the Office of Korean Affairs, DAVID LAMBERTSON, lectured at the Command and General Staff College, Ft. Leavenworth, Kan., May 24. FRED ASHLEY and PAM SLUTZ will leave the Office of Korean Affairs at the end of the month for new assignments in the Bureau of Human Rights and Humanitarian Affairs and Embassy Kinshasa, respectively. They will be replaced by FRANK DAVENPORT, from Seoul, and BARBARA HARVEY, of the Office of Vietnam, Laos and Kampuchea Affairs.

In the Office of Chinese Affairs, deputy director SCOTT HALLFORD traveled to Chicago, May 13-14, to participate in GOP Congressman George O'Brien's annual leadership conference. Mr. Hallford spoke on U.S.-China relations. He was to depart at the end of June to take up a new position in Manila as the political/military officer. Ambassador ARTHUR W. HUMMEL JR., returned to Washington for consultations, May 25-26. KEITH POWELL, desk officer, returned from a consular conference in Beijing and visit to the proposed site of the new consulate general in Shangyanh, China. He also spoke to the current events class at Winston Churchill High School in Potomac, Md., on U.S.-China relations. RICHARD W. MUELLER, deputy director for economic affairs, traveled to Minneapolis and St. Paul, June 16, to brief the president of Burlington Industries on U.S.-China relations. He will be heading a delegation to China to discuss the expansion of commercial relations with the United States. REBECCA LODMELL of George Washington University and TRACY CHARETTE of Southwestern, at Memphis, arrived in the office. They will serve as work-study student interns for the summer.

BANGKOK, Thailand—Administrative counselor *John Condayan* opens the new combined travel unit. From left: Foreign Service national employee *Sujin Maneemai*, general services officer *Truman Brown*, travel officer *Richard Bienvenue*, Foreign Service national employee *Naiyana Phinphirom*.

In the Office of Vietnam, Laos and Kampuchea Affairs, desk officer RAYMOND F. BURGHARDT was to leave the office in June for a posting in Honduras as political counselor. DAVID C. HALSTED, who is to replace him, was traveling in Thailand and Laos on a familiarization trip.

In the Office of Regional Affairs, director Paul Gardner discussed U.S. policy in East Asia and the Pacific at the Defense Institute of Security Assistance Management, Wright-Patterson Air Force Base., May 18. Deputy di-

BEIJING, China—Secretaries *Patricia J. Duffy* and *Lynn Vogel* receive meritorious service increases. Second row: *James B. Moran*, administrative counselor; Ambassador *Arthur W. Hummel Jr.*; *John J. Taylor*, political counselor.

rector MARK S. PRATT participated in a panel discussion at Pennsylvania State University, May 6. The theme of the program was the policy of the United States, the Soviet Union and China toward Asia. Other speakers were the political counselor of the Soviet embassy and the political first secretary of the Chinese embassy.

The following employees have received honor awards: FRED TAO, passport and citizenship specialist, Consulate Hong Kong, received a Superior Honor Award, May 5. VIRGINIA CARSON, chief, American consular services unit, Hong Kong, received a Meritorious Honor Award, May 12. HOWARD H. LANGE, chief, internal economics affairs unit, Embassy Beijing, received a Meritorious Honor Award, April 16. OTTO O. SCHNEPP, counselor of embassy for scientific and technological affairs, Embassy Beijing, received a Superior Honor Award, May 24. PATRICIA L. JAMESON, administrative assistant, Embassy Manila, received a Meritorious Honor Award, May 11, for her work on the U.S. refugee program conference in Manila. The following employees received quality step increases in May: DELORES KEYS, Office of the Executive Director/Communications Center, and CAROLYN HODGES, Office of Thailand Affairs. ☐

Economic and Business Affairs

JAMES C. TODD, chief of the Industrial and Strategic Materials Division, served as alternate U.S. representative to the 27th assembly of the International Rubber Study Group, in Mexico City, May 31–June 5. The meeting took a number of important decisions to strengthen the organization, and delegates made a field trip to Saltillo, in northern Mexico, to visit a pilot plant for processing guayule, a desert shrub from which a nonhevea natural rubber can be produced ... STEPHEN H. THOMPSON, of the same division, served as alternate U.S. representative to the sixth preparatory conference on tropical timber, which met in Geneva, June 1–11, to consider further steps toward an international commodity arrangement for tropical timber. Mr. Thompson also served as the U.S. observer at the UN conference on tin, June 10–11, during which members of the new sixth international tin agreement met to consider how to put the new agreement into force.

BRIAN R. FURNESS, chief, Food Policy Division, participated in the U.S.-USSR grain consultations in Paris, May 21–22 ... May 28 marked the end of a 28-year secretarial career for MARJORIE LINDBERG, who has retired after 15 years in the Office of Food Policy to become a full-time farmer. The bureau held a reception for her on May 26.

MARK LORE of the Tropical Products Division participated on the U.S. delegation to meetings, in London, of the International Sugar Council, May 17–21. The council decided to extend the international sugar agreement for two years, and to continue discussions with the European Community to improve the depressed world sugar market ... JIM WOOLWINE of the division represented the Department at the International Coffee Organization executive board meeting, in London, May 4–14. He and representatives from Commerce and the Office of the Special Trade Representative met with the foreign affairs committee of the National Coffee Association, in New York, June 7, to brief them on the status of negotiations on a new international coffee agreement; the final negotiating session is scheduled for June 14–25. Mr. Woolwine headed the U.S. delegation to the eighth session of the Foreign Agricultural Organization intergovernmental group on bananas, in Rome, May 17–20.

The director and officers of the Planning and Economic Analysis Staff attended the Wharton spring 1982 world economic outlook conference. The conference was held at the Mayflower Hotel, May 26–28, and focused on "Protectionism: The Outlook for the '80s."

New employees in the bureau include JAMES WILLIAMSON, Office of Business Practices; MANUEL BARRERA, General Commercial Policy Division; DONALD KREISBERG, Special Trade Activities Division; and RUTH ANN BOLDY, Tropical Products Division. Three summer clerical employees have also entered on duty: COLLEEN KELLY, SUSAN MOHLER and KATHLEEN WILKINSON. ☐

European Affairs

Assistant Secretary-designate RICHARD R. BURT, acting assistant secretary H. ALLEN HOLMES and acting deputy assistant secretary CHARLES H. THOMAS accompanied SECRETARY HAIG to the North Atlantic Council ministerial meeting, in Luxembourg, May 17–18. Also participating were VLADIMIR LEHOVICH, acting director, and RAY L. CALDWELL, officer-in-charge of political affairs, both of the Office of European

HAMBURG, West Germany—Ambassador *Arthur F. Burns*, on his first visit here, is accompanied by consul general *Grant E. Mouser III*, right.

Security and Political Affairs. Immediately prior to the NATO ministerial, Mr. Haig visited Turkey and Greece, May 13–16, accompanied by Mr. Thomas, special Cyprus coordinator REGINALD BARTHOLOMEW and C. EDWARD DILLERY, director, Office of Southern European Affairs. Mr. Burt also accompanied the President and the Secretary on the President's trip to Paris, Rome, London, Bonn and Berlin, June 2–11, and was a member of the U.S. delegation to the meeting of the NATO heads of state and government, in Bonn, June 10. Also participating in the NATO meeting were Mr. Thomas, Mr. Lehovich and Mr. Caldwell. SANDY VOGELGESANG, director of the Office of Regional Political-Economic Affairs, and JOHN KORNBLUM, director of the Office of Central European Affairs, also participated in portions of the President's trip.

On May 16, deputy assistant secretary JOHN D. SCANLAN went to New York to address the plenary session of the annual meeting of the American Jewish Committee, on U.S. foreign policy. Mr. Scanlan and Yugoslav desk officer GEORGE M. HUMPHREY attended the biannual meeting of the U.S.-Yugoslav Economic Committee, in Dubrovnik, June 6–7.

Ambassador FAITH WHITTLESEY, Switzerland, was in the Department for consultations, May 17–21.

WINGATE LLOYD, director, Office of Canadian Affairs, and GEORGE W. OGG, deputy director, attended a meeting of the Canada-U.S. Permanent Joint Board on Defense, in Halifax, Nova Scotia, June 22–25. JAMES C. NELSON, director-designate of Canadian affairs, represented the Department at the Great Lakes governors conference, on Mackinac Island, Mich., June 10–11. ROBIN PORTER, environmental officer in the Office of Canadian Affairs, presented a briefing in Toronto to the U.S. Great Lakes Commission on negotiations with Canada on transboundary air pollution, May 26–27. Mr. Porter chaired the U.S. delegation for consultations with Canadian officials in Winnipeg on drainage and flooding problems on the Pembina and Rosseau Rivers, May 29–31.

THOMAS G. WESTON, deputy director, Office of Central European Affairs, participated in the third New England Workshop on German Affairs, in Boston, May 22 ... CHARLES G. BILLO, officer-in-charge of the Organization for Economic Cooperation and Development section of the Office of Regional Political-Economic Affairs, was a member of the U.S. delegation to the annual ministerial meeting of the Organization for Economic Cooperation and Development, May 10–11, in Paris ... RICHARD A. SMITH JR., officer-in-charge of the Defense Policy Section, Office of European Security and Political Affairs, traveled to Europe, June 13, for a week of consultations with military officials in Stuttgart, West Germany; Casteau, Belgium; and London, England, as well as talks at NATO headquarters in Brussels ... ELEANORE RAVEN-HAMILTON, Greek desk officer, Office of Southern European Affairs, traveled to Turkey, Greece and Cyprus during June, on consultations. □

Foreign Service Institute

PIERRE SHOSTAL, dean of the School of Language Studies, was in St. Jean, Quebec, Canada, May 20–21, to attend the meeting of the Bureau for International Language Coordination on "Identifying the Needs of Adults Learning a Foreign Language." ...

SOFIA, Bulgaria—Ambassador *Robert L. Barry*, left, presents Superior Honor Award to administrative officer *Louis J. Kochanek*. In background: consular officer *Stewart Parker*, left, regional security officer *George S. Beckett* and *Mrs. Kochanek*.

FOREIGN SERVICE INSTITUTE—Women receiving cash awards and certificates, left to right: *Daniela Ferriter, Marisa Kenney-Lopez, Madeline Smith, Lydie Stefanopoulos.* They are with *John Sprott*, acting director.

JOHN RATLIFF, associate dean, visited Dakar, April 30–May 11, in connection with the post's designation as a "Model Foreign Language Competence Post." VINCENT ARBELAEZ, Supervising Linguist in the Spanish Section, visited the other model post, Montevideo, April 26–30

Employees who recently entered on duty include NATALIE DAVIDSON, Personnel Office; DORIS FABER, School of Area Studies; ROCHELLE GALLENT, Personnel Office; ROSE GHEE, Data Processing Service Center; ANNETTE KRAMER, DALE LARSON and RICHARD MASTERS, School of Professional Studies; IRENE MAZUR, School of Language Studies; MARGARET MELCHER, Office of the Registrar; JOSEPH NOWELL and FRANCES SUTER, School of Professional Studies; and ALICE STRAUB, School of Language Studies . . . The following summer employees have been assigned to the Institute: JEFFREY BEDDOW, CHRISTINE BILLINGS, NORMA COTE, TIMOTHY COLWELL, CURTIS CULHANE, CYNTHIA JONES and LINDA MANNING. □

Human Rights and Humanitarian Affairs

Assistant Secretary ELLIOTT ABRAMS made presentations to numerous nongovernmental organizations during May, including the Union of Councils for Soviet Jews, Washington; the Harvard Fellows, Washington; the National Conference on Soviet Jews, Washington; the national board of trustees of the Religious Actions Center, Westchester, N.Y.; and the American Immigration Lawyers Association, San Antonio, Tex. He spoke to a multinational group of European journalists traveling under the auspices of ICA. While in San Antonio, he conducted interviews with the Express-News and KSAT-TV, as well as with Today's Catholic, San Antonio's Catholic diocesan newspaper. Mr. Abrams was interviewed by TED KOPPEL on ABC News Nightline twice during the month.

Senior deputy assistant secretary MELVYN LEVITSKY traveled to Los Angeles, where he spoke at a dinner for members of the Baltic-American Freedom League, and at a luncheon for members of the American Zionist Federation and the Council of Jewish Federations. He also was interviewed by Tidings, the Los Angeles Catholic diocesan newspaper, and for the MICHAEL EMERSON program "Face to Face", which is aired throughout California. Mr. Levitsky conducted a phone interview for the Michael Jackson show, KABC-Radio, Los Angeles . . . Deputy assistant secretary CHARLES FAIRBANKS spoke at a conference in Washington of the Christian Rescue Efforts for the Emancipation of Dissidents . . . HUGH SIMON, human rights officer for Europe and the Conference on Security and Cooperation in Europe, spoke to a group of students on Soviet Jewry, in Washington, May 6. Mr. Simon also spoke on the administration's human rights policy to a class of U.S. foreign liaison officers, at the Defense Security Assistance School, Wright-Patterson Air Force Base, O., May 26 . . . During May, W. SCOTT BURKE assumed the position of special counsel to the assistant secretary. □

Inspector General's Office

Inspector general ROBERT L. BROWN, with other representatives of the Department, appeared in June before the House Subcommittee on International Operations, for hearings on the operations of the Office of the Inspector General under the Foreign Service Act of 1980 . . . As an alumnus of Syracuse University, Mr. Brown was invited to speak to a group of graduates and undergraduates participating in a Washington seminar. He discussed the development and implementation of foreign policy, and answered questions from the group ... In an awards ceremony, Mr. Brown presented length-of-service awards to the following members of his staff: Ambassador **JOHN A. LINEHAN**, 35 years; Ambassador **JOHN J. CROWLEY JR.**, **WALKER A. DIAMANTI**, **MAXWELL CHAPLIN**, 30 years; **PHILIP J. HARRICK JR.**, 20 years. Mr. Diamanti also received a Superior Honor Award with an accompanying cash award for $1,000. **STEPHEN F. McNEILL**, **JOHN J. DROTOS**, **ROBERT G. CHAMBERS** and **DONNA B. KREISBERG** were recipients of Meritorious Honor Awards and $750 each. A meritorious step increase was awarded to **SHEILA ALLENA**. In special recognition of their performances during the transition from Vydec to Wang word processors, a Meritorious Honor group award, plus $300 each, went to those members of the secretarial support staff of the Inspection Staff: **VERONICA TURNER**, **WANDA A. TUCKER**, **SHERON L. MAKELL**, **MICAELA M. KOOIMAN**, **LINDA S. DAVIS** and **GAIL S. CARROLL**.

During the summer several inspectors were to leave for onward assignments: **RALPH F. JONES**, new consul general in Palermo; **JOHN C. DORRANCE**, country director for Australia and New Zealand; **CAROLYN E. KINGSLEY**, chief of the Officer Assignments Division for East Asian and Pacific Affairs; and **HARRY A. BLANCHETTE**, budget and fiscal officer in Accra. □

International Narcotics Matters

Assistant Secretary **DOMINICK L. DiCARLO** testified May 21 before the Senate Committee on Foreign Relations, Subcommittee on East Asian and Pacific Affairs. Deputy assistant secretary **CLYDE D. TAYLOR** visited Bangkok, May 18–22, to discuss assistance to Thailand in suppressing the opium warlord groups operating on the Thai/Burma border, and to review America's overall narcotics control programs. He was a panelist at the Asian Society's June 10 meeting on "Narcotics, The Asian Dimension." **JON R. THOMAS** has joined the bureau as a deputy assistant secretary for resource management and administration. He had been a senior member of the Policy Planning Staff.

JOHN McLAUGHLIN, the bureau's aviation adviser, provided assistance to the U.S. embassies at Bangkok and Rangoon, May 23–June 3. He was accompanied by **BONNA BONARD** of the Comptroller's Office and **JAMES KIMMEL**, Office of Supply, Transportation and Procurement. During this time, an F-27 aircraft was selected and procured for the government of Burma, to enable that unit to carry out narcotics interdiction activities. While in Thailand, Mr. McLaughlin conferred with embassy and Thai officials concerned with helicopter-supported narcotics suppression missions. Several U.S.-granted helicopters received ground-fire damage recently, and corrective maintenance action and operational tactics were reviewed.

LEIGH BRILLIANT, transferring from Bangkok to Islamabad, where he will head the narcotics assistance unit, was in the Department on consultation, May 17–21 ... **ELENA KIM**, presidential management intern, attended the end-of-the-year seminar for interns that is sponsored by the U.S. Office of Personnel Management, in Berkeley Springs, W.Va., June 9–11 ... **MEL HOLGUIN** went on temporary duty to Port-au-Prince, Haiti, to consult with embassy officials concerning support from this bureau ... **ALBERT CARPENTER** and **RUDY HALL** are on temporary duty in Pakistan, on consultation with embassy officials. □

International Organization Affairs

GREGORY J. NEWELL was sworn in as assistant secretary on June 4. Chief Justice **WARREN BURGER** performed the ceremony, and Deputy Secretary **WALTER STOESSEL** presided. Among those in attendance was Ambassador **JEANE J. KIRKPATRICK**.

PHILIP C. WILCOX, acting deputy assistant secretary, briefed the U.S. delegation to the Second Special Session on Disarmament, in the Department, June 4 ... **LACY A. WRIGHT**, deputy director, Office of UN Political and Multilateral Affairs, and **HARLAN LEE**, Office of UN Political and Multilateral Affairs, participated in the annual UN Trusteeship Council session, which opened in New York at UN Headquarters, May 17. The session concluded on June 11 ... **JOHN MARTIN**, officer-in-charge for arms control, outer space and ocean affairs, Office of UN Political and Multilateral Affairs, was a member of the U.S. delegation to the final preparatory committee meeting for the Second Special Session on Disarmament, in New York, April 26–May 14 ... **JON GUNDERSEN**, Office of UN Political and Multilateral Affairs, was a member of the U.S. delegations to the ad hoc committee meeting on the Indian Ocean, in New York, May 17–28, and the Second Special Session on Disarmament, June 7–July 9, in New York ... **DOUGLAS McELHANEY**, Office of UN Political and Multilateral Affairs, traveled with deputy assistant secretary **PRINCETON LYMAN** of the Bureau of African Affairs to Dar es Salaam, Lusaka and Luanda, June 5–15, to participate in Namibian contact group discussions with those governments ... **ROBERT FILBY**, Office of UN Po-

INTERNATIONAL ORGANIZATION AFFAIRS— At awards ceremony, from left: *Vicki Huddleston*, Meritorious Honor Award for her work on the UN Conference on Trade and Development; *Leslie Woodzell*, cash award for her performance as secretary in the Office of International Development Assistance; *James Stromayer*, *Sandra Johnson* and *Herbert Mitchell*, Group Meritorious Honor Award for their participation in the UN Conference on New and Renewable Sources of Energy. Part of that group, but absent when picture was taken: Csanad Toth, Diane Manago, Dianne Childears.

litical and Multilateral Affairs, gave a lecture at St. Francis College, Brooklyn, N.Y., on U.S. foreign policy in the United Nations toward Africa, May 7.

MARK G. DAVISON of the Office of Human Rights Affairs attended the Florida High Schools Model United Nations, in Orlando, May 15–19, delivering the keynote address on "Collective Security in the United Nations" as well as conducting a briefing session on UN human rights mechanisms. While there, Mr. Davison was interviewed on WFTV, Channel 9, of the ABC network, and by the Orlando Sentinel ... Ambassador **JOHN W. McDONALD JR.** spoke to the Foreign Service Institute, May 12, on the art of negotiation. On May 14 he addressed a symposium in New York on quality care for the aging and on May 19 he addressed the Federal Council on Aging, discussing the World Assembly on Aging. On May 21 he spoke to a seminar in Washington on problems connected with aging in Third World nations.

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KENNETH PLUMMER, Office of International Conferences, has been assigned to the Bureau of Personnel ... **DALE LEACH**, Bureau of Consular Affairs, has transferred to the Office of UN System Administration ... The following individuals are interning in the bureau this summer: **LAUIRE HOES**, on UN Documents and Reference Staff; **WILSON COOK**, in the Office of UN System Administration; **HEIDI JIMINEZ**, in the Office of International Sports Programs; and **JOHN FEGGLER**, in the Office of UN Political Affairs ... The following summer employees are working in the bureau: **JACQUELINE BALTON, DIANE CHILDEARS, LEROY FARROW, KAREN HAWKINS, TAMMY LAWRENCE, JEANNE NAPPO, ANN MARIE REARDON, ROBIN RENWICK AND NIKITA VALENTINE.**

EDMUND M. PARSONS, director, Office of International Development, was an adviser on the U.S. delegation to the 13th session of the Committee on Food Aid Policies and Programs, governing body of the World Food Program, which met in Rome, April 19-29. In addition to discussing the need for improved criteria for allocation of emergency food aid, a proposed project for Vietnam was indefinitely deferred at U.S. insistence. Mr. Parsons also attended, in Rome, the Meeting to Fight World Hunger, April 26-29, which reemphasized the importance of food sector strategies, and the session of the Development Assistance Committee of the Organization for Economic Cooperation and Development, which discussed the role and funding of the UN Development Program, in Paris, May 4–5. ☐

Legal Adviser's Office

The legal adviser, **DAVIS R. ROBINSON**, represented **SECRETARY HAIG** at a legal workshop honoring former Secretary **DEAN RUSK**, May 7, at the University of Georgia, Athens, Ga. Mr. Robinson's topic was internal conflicts under international law.

DAVID H. SMALL, assistant legal adviser for UN affairs, served as alternate UN representative to the annual meeting of the UN Committee on the Peaceful Uses of Outer Space, in New York, during April and May. On May 21 Mr. Small delivered a paper on "Security Aspects of the UN Space Law Agenda," to a law professors' workshop at University, Miss., under the sponsorship of the American Bar Association, in cooperation with the University of Mississippi Law Center ... **THOMAS A. JOHNSON**, attorney adviser, served as the U.S. representative in an intersessional meeting of the UN working group on a proposed international convention on the rights of all migrant workers and their families, which met in New York, May 10–21 ... Attorney adviser **CAROL M. SCHWAB** was the legal adviser on the U.S. delegation to the annual meeting of the UN Trusteeship Council, in New York, during May and June ... **K. SCOTT GUDGEON**, assistant legal adviser for inter-American affairs, accompanied the Secretary to London and Buenos Aires, on the Falklands crisis, April 8–20. **JOSHUA BOLTEN**, attorney adviser in the inter-American affairs unit, was a member of the U.S. delegation to the 20th meeting of foreign ministers under the Rio Treaty on the Falklands, April 26–28 and May 27–29. He traveled to San Diego for a meeting of the U.S.–Mexican border action group, on bridges and other bilateral issues, May 17–18. Attorney adviser **JAMES EARL** has left the inter-American affairs unit to accept a position as legal adviser, Sinai, with the Multinational Forces and Observers.

THOMAS RAMSEY, attorney-adviser in the Office of the Assistant Legal Adviser for Management, was a panelist in a regional meeting of the American Society of International Law, sponsored by the New York Law School International Law Society. The meeting, in New York, May 21, was on "The New World Information Order." Mr. Ramsey spoke on the role of communications in the conduct of foreign affairs.

RONALD J. BETTAUER, assistant legal adviser for nuclear affairs, led the U.S. delegation to a June 28–July 2 Vienna meeting on nuclear safety cooperation and mutual emergency assistance. Mr. Bettauer published a review of a Brookings Institution book on "Non-Proliferation and U.S. Foreign Policy," in the spring 1982 issue of the Journal of International Law and Politics. **JOHN ARBOGAST**, attorney in the Office of the Assistant Legal Adviser for Nuclear Affairs, participated in the May 18–24 negotiation of administrative arrangements under the U.S.–Australia agreement for peaceful nuclear cooperation. Mr. Arbogast participated on the U.S. delegation to the June 14–18 Vienna meeting on international plutonium storage and safeguards. **PETER OLSON**, attorney in the Office of the Assistant Legal Adviser for Nuclear Affairs, participated on the U.S. delegation to the April 17–24 Vienna meeting of the Committee on the Assurance of Supply. Mr. Olson participated in discussions, April 26–27, in Rome; May 3, in Paris; and May 5–6, in London, on nuclear export control matters. He participated, May 25–28, in Washington negotiations on the proposed revision of the nuclear cooperation agreement between the United States and Sweden. He also participated in preparatory talks, June 16–18, in Washington, for the fall meeting of the U.S.–Korea Joint Standing Committee on Nuclear and Other Energy Technology.

MARY McLEOD, attorney in the Office of the Assistant Legal Adviser for Oceans, International Environmental and Scientific Affairs, participated in the first meeting of the Commission on Antarctic Marine Living Resources, May 24–June 11, in Hobart, Tasmania. Attorney **MICHAEL DANAHER** of the same office participated in a special consultative meeting under the Antarctic Treaty, June 14–July 1, in Wellington, New Zealand. Attorney **SCOTT HAJOST** was in Geneva working with the UN Environment Program secretariat, to prepare a draft of an ozone layer convention, June 7–11. Attorney **STEVE ASHER** was in London for a meeting on reciprocating state negotiations, June 9–11.

The Office of Ethics in the Legal Adviser's Office has geared up for another summer of review of the annual financial disclosure reports required of high-level Department officials, both at main State and abroad, under the Ethics in Government Act. The Ethics Office is headed by **GERALD C. MULL**. On the staff are **RICHARD J. CORMIER**, **PAUL A. NARANJO** and, for the summer, **MARGARET A. COUTURE** and **GERALDINE M. KIEP**. The Ethics Office is in Room 1117, Main State Building, telephone (202) 632-6629. In addition to the Ethics Office staff, **KNUTE E. MALMBORG**, **PETER H. PFUND** and **WILLIAM E. GRESSMAN** of the Legal Adviser's Office also work on report review, and handle other Government ethics and standards of conduct matters as well.

BRUCE BENNETT and **THOMAS WALSH** have joined the Office of the Legal Adviser as summer interns. **DAVID BOKOW**, **CANDACE COLES**, **ANDREA LINK** and **LESLIE WEIRICK** will be with the office for the summer as clerk-typists. **SUSAN BELL** was reassigned to the Office of the Legal Adviser as secretary to the assistant legal adviser for inter-American affairs. ☐

Management

OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY AND CIVIL RIGHTS

VIVIAN L. DERRYCK, deputy assistant secretary, participated in the hearings, June 10, of the House Subcommittee on International Operations on implementation of the Foreign Service Act of 1980. She attended the executive performance seminar sponsored by the Foreign Service Institute, May 2-7, in Berkeley Springs, W. Va. . . . **PATTI MORTON**, deputy director and federal women's program manager, participated, May 21-22, in the District of Columbia state business and professional women's convention, at the Sheraton-Washington Hotel; the women in science and engineering program, at the Central Intelligence Agency, May 12; and was appointed in April to the Government-wide Federal Women's Program Advisory Council . . . **JOHN ANDEREGG**, deputy director, and **GLORIA JACKSON**, minority affairs coordinator, served as coordinators for the Department's celebration of Asian and Pacific American Heritage Week, May 3-7. Commemorative events and displays were sponsored by the equal employment opportunity offices of the Department and AID, and by the Foreign Affairs Chapter of the Asian/Pacific American Federal Employees Council. **RICHARD T. KENNEDY**, under secretary of state for management, and **M. PETER McPHERSON**, administrator, AID, spoke at the May 3 performance by the Khmer Classical Dancers. Rep. **NORMAN Y. MINETA** (D.-Calif.) spoke on "U.S.-Japan Relations: The Impact on Asian-Americans," at the May 5 program, which was co-sponsored by the Secretary's Open Forum.

Equal employment opportunity lectures for Foreign Service Institute-sponsored courses were provided, April 29-June 10, by the following officers: **ELIAS BARSOUM**, special assistant, and **DON LYLES**, equal employment opportunity specialist, to administrative students; **STEFANIE WELDON**, attorney-adviser, to the Civil Service orientation class; **GEORGE DEL VALLE**, Hispanic employment program manager, and Mr. Anderegg to the Foreign Service orientation class; **REGINA BACON**, alternate federal women's program manager, and Mr. Anderegg to the supervisory studies seminar, in conjunction with **HELEN MURPHY** of ICA. **ROBERT TAYLOR**, investigator, and **TONI ROBINSON**, investigator assistant, spoke to the accelerated class at Kelly Miller Junior High School, Washington, on international opportunities through the Peace Corps and State Department, May 20. Mr. Taylor participated in the Department of Agriculture Graduate School course, "Legal Writing for Non-Lawyers," April 26-May 19.

BETTY THOMAS, federal women's program assistant, and **LEILA PRICE**, secretary to the deputy assistant secretary, attended the Office of Personnel Management course, "Introduction to Personnel Management," April 21-23 and May 19-21, respectively. Ms. Weldon attended the Department of Justice seminar on class action suits and statistics, May 11-13. Ms. Bacon attended the Foreign Service Institute-sponsored supervisory studies seminar, at Harper's Ferry, May 16-22. Ms. Morton participated in the negotiations art and skills course, May 10-14, at the institute . . . Parties were held in honor of **CAROLYN CHESLEY**, Stay in School Program student, who graduated June 10 from Anacostia Senior High School, Washington; and for **LESLIE BOBIK**, clerk/typist, who graduated from George Washington University, May. 8. Ms. Chesley will attend American University this fall.

LEE CARTER, program analyst; **CARL SOSEBEE**, expert consultant/investigator; Ms. Weldon and Mr. Barsoum attended various sessions on citywide affirmative action programs, sponsored by the District of Columbia government, May 19. Ms. Weldon and Mr. Sosebee attended a June 3 conference on equal employment opportunity sponsored by the Bureau of National Affairs, at which "The Administration's Commitment to Equal Opportunity" and "Enforcement and Legislative Issues" were discussed. The Office of Personnel Management's open house on current training programs and services, May 26, was attended by Ms. Bacon and Ms. Morton. Featured speakers were **CURTIS PLOTT**, executive vice president, American Society for Training and Development, and **BRENDAN M. KEEGAN**, vice president, organization development, Marriott Corp.

The federal women's program quarterly activity was held June 24 in the Department, with **DOROTHY NELMS**, management consultant and past national president, Federally Employed Women, speaking on "Strength in Unity: The Importance of Women Helping Women Through Networking, Mentoring and Role Modeling." **ESTELLE RAMEY**, Georgetown University, will be the featured speaker for the Department's celebration of National Women's Equity Day, August 26, sponsored by the federal women's program. Equity Day commemorates the August 26, 1920, signing of the Nineteenth Amendment, granting women the right to vote. ☐

FAMILY LIAISON OFFICE

MARILYN HOLMES, director, went to Bonn, March 25-26, to lead the East European family liaison officers conference. Coordinators from Bonn, Warsaw, Moscow, Buda-

Paying for college with U.S. bonds

Many parents shift college costs to Uncle Sam through tax-saving U.S. savings bonds. To do this, simply buy bonds in your child's name, with yourself as beneficiary rather than co-owner. Then file a tax return in your child's name, listing bond interest as income at the end of the first tax year. This establishes "intent." Unless your child's income exceeds the exemption total, no further returns are needed.

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Or file when cashing bonds for college expenses. No tax is due if the child's income and interest on bonds cashed each year are less than the exemption.

No matter how you figure it, U.S. savings bonds make saving for college more than just an educated guess.

pest, Belgrade and Sofia attended. Ms Holmes also made a presentation at the European administrative officers conference, in Copenhagen, May 5-7. ☐

Near Eastern and South Asian Affairs

Deputy assistant secretary **DAVID T. SCHNEIDER** participated in the Carnegie Endowment conference on Indo-American relations, in New York, June 26 . . . On June 24, deputy assistant secretary **MORRIS DRAPER** addressed the foreign policy conference for educators held in the Department . . . On May 22, **CHARLES HILL**, director, Office of Israeli and Arab-Israeli Affairs, addressed the Temple Israel congregation in Boston on American-Israeli relations and peace in the Middle East . . . **GEORGE LAMBRAKIS**, director, regional affairs, attended the Aspen Institute for Humanistic Studies conference on U.S. foreign policy, at the Johnson Foundation, Racine, Wisc. Mr. Lambrakis spoke on U.S. policy in the Middle East . . . **QUINCEY LUMSDEN**, ambassador-designate to the United Arab Emirates, addressed a special seminar on the Middle East sponsored by the University of Chicago's Center for Middle East Studies, June 17. The group included leading business representatives from major U.S. corporations and some academics . . . **TOM MILLER**, Office of Israeli and Arab-Israeli Affairs, addressed the Zionist Organization of America, May 23 in Milwaukee. A fellow panelists was **JACQUE TORCZYNER** of the World Zionist Organization. On June 3, Mr. Miller addressed the Westchester chapter of the Jewish women's organization, Hadassah, in the Department. Mr. Miller spoke on U.S.-Israeli relations . . . Ambassadors recently consulting in the bureau included Mr. Lumsden; **CHARLES MARTHINSEN**, QATAR; and **RICHARD VIETS**, Jordan. ☐

ALEXANDRIA, Egypt—At awards ceremony, left to right: *Anthony Benesch*, consular/commercial officer; *Fawkiya Morsi*, visa clerk; *Victor Massad*, commercial specialist; *James H. Bahti*, consul general; *Makram Waghris*, *Cherif Akid Saleh* and *Fouad Hussein*, safe driving awards.

Oceans and International Environmental and Scientific Affairs

The annual meeting of the U.S.–Spain Science and Technology Commission took place in Washington, May 11–12. Ambassador **JAMES L. MALONE** chaired the U.S. side during the two-day meeting. The Spanish delegation was chaired by **JOSE LUIS PARDOS**. Results of the programs undertaken during the previous year were reviewed, and plans for the future work of the commission were considered . . . On May 11 principal deputy assistant secretary **HARRY R. MARSHALL JR.** met with **ULRICH STEGER**, a member of the German parliament. Mr. Marshall and Mr. Steger discussed a number of energy technology issues of mutual concern to both governments . . . A nuclear delegation from Sweden spent four days in Washington the week of May 24 discussing a proposal for a new agreement for nuclear cooperation. During the visit, Mr. Malone and Mr. Marshall met with the leaders of the Swedish delegation, **BJORN SKALA** and **MAGNUS GRILL**, to discuss administration nuclear cooperation policies, and new approaches for the U.S. mission to the Organization for Economic Cooperation and Development's Nuclear Energy Agency. **FRED McGOLDRICK**, director of the Office of Nuclear Export Policy, chaired the U.S. delegation in the discussions regarding the new agreement for cooperation . . . A new approach has been developed by the administration for approving reprocessing of U.S. nuclear fuel abroad, and for use of plutonium obtained from such reprocessing on a programmatic basis in certain countries, in the context of seeking a new agreement for cooperation. Mr. Marshall, with deputy assistant secretary **JAMES DEVINE** and Mr. McGoldrick, explained the new approach to representatives from governments of the members of the European Community and Japan, and to congressional members and staff.

On April 29, Ambassador **RICHARD E. BENEDICK**, coordinator of population affairs, had an audience with **KING HASSAN II** of Morocco on the occasion of the spring meeting of the Moroccan Royal Academy, where Mr. Benedick presented a paper on "Population Growth and the Policy of Nations." On May 2–7, Mr. Benedick was invited by the Tunisian government for consultations with **PRIME MINISTER MZALI**, Minister of Public Health Sfar, Minister of Plan and Finance Moaila and other national and provincial leaders, on progress and prospects for Tunisia's population/family planning programs in the sixth economic plan. Following this, Mr. Benedick led an eight-person U.S.–UN mission to Lagos, at the invitation of the government of Nigeria, to meet with the Nigerian Population Commission and state population commissioners concerning proposed new policies in this area . . . **SANNY OVESON** joined the staff of the coordinator in April, on a three-month development assignment under the Presidential Management Intern Program. Ms. Oveson's past assignments include the General Accounting Office and the Office of Management and Budget.

DONALD R. KING, acting deputy assistant secretary for environment, health and natural resources, headed the U.S. delegation to the 10th session of the governing council of the UN Environment Programme, in Nairobi, May 20–June 2. **BILL L. LONG**, director, Office of Food and Natural Resources, participated on the U.S. delegation to the special session of the council, also in Nairobi, May 10–18. The event was called for by the UN General Assembly to commemorate the 10th anniversary of the UN conference on the human environment, and to review progress toward implementing the international plan of action for the environment approved in Stockholm in 1972 . . . **ED BITTNER**, deputy director of the Office of Food and Natural Resources, has been assigned, through the Pearson Program, as international trade adviser to the Washington State Department of Commerce and Economic Development, in Seattle. He is being replaced by **JOHN TIPTON**, who recently served as deputy chief of mission in Havana.

CHARLES HORNER, deputy assistant secretary for science and technology affairs, was a member of the U.S. delegation to a May 18–19 discussion in Vienna, with a 21-member developing country mission, on science and technology for development. **LISLE A. ROSE** led the American group to the annual meeting in Copenhagen, April 19–21, at which agencies supporting scientific research in Greenland present their programs to the government of Denmark. He was joined by **ALBERT S. CHAPMAN**, until recently scientific attache in Stockholm. Mr. Rose has assumed new duties in the Office of Advanced

Technology, and Mr. Chapman has succeeded him as polar affairs officer in the Office of Ocean and Polar Affairs ... **FELIX DOROUGH**, director, Office of Science and Technology Support, served as alternate U.S. representative to the May 24–June 4 fourth session of the UN Intergovernmental Committee on Science and Technology for Development. **DOROTHY HOLDERFIELD**, of the same office, was in New York, June 1–4, to provide staff support for the meeting ... **LINWOOD R. STARBIRD**, deputy director, Office of Cooperative Science and Technology Programs, headed the U.S. delegation to the 20th meeting of the U.S.–Yugoslav Joint Board on Science and Technology Cooperation, April 26–30, in Washington. **SIDNEY SMITH**, science attache, Embassy Belgrade, was the other U.S. board member. Advisers included **SIDNEY FRIEDLAND** and **RICHARD RUBLE**, both from the bureau, and **JOHN MANION**, chief, foreign Currency Staff of the Office of the Comptroller ... **JACKI PRECOURT**, who has just graduated from the University of Maine, joined the Office of Cooperative Science and Technology Programs as an intern for the summer. ☐

Politico-Military Affairs

Director **JONATHAN T. HOWE** accompanied **SECRETARY HAIG** to the Senate Foreign Relations Committee, May 11, for the Secretary's testimony on the strategic arms reduction talks (START), which were to commence at the end of June in Geneva. On the next day, the director presented testimony on START to the committee in closed session, with **RICHARD BURT**, assistant secretary-designate for European affairs. On May 24 he testified on the same subject before a closed session of the Senate Armed Services Committee, with **RICHARD PERLE**, assistant secretary of defense for international security policy. He also met on June 4 with members of the U.S. delegation to the Special Session on Disarmament, which convened at the United Nations in mid-June. On the same day, his deputy director for strategic and theater military affairs, **ROBERT W. DEAN**, addressed the U.S. delegation on the arms control process in this administration.

In early June, **ARNOLD RAPHEL** was assigned to the bureau as the principal deputy director. The bureau's senior adviser for Soviet affairs, **JEREMY AZRAEL**, addressed the Young Presidents' Organization at Lake Tahoe, Nev., June 11, on "The Soviet Threat and U.S. National Security Policy." ... On May 25 Ambassador **JAMES GOODBY** spoke to a group of over 100 political leaders, in the Dean Acheson Auditorium, on current nuclear issues, at the conference sponsored by the American Council for Young Political Leaders. **JUDYT MANDEL**, Office of Strategic Nuclear Policy, was the moderator for the panel discussion which followed. On June 1, Mr. Goodby traveled to Fort Bragg, N.C., to present the keynote address for the 22nd international affairs symposium sponsored by the U.S. Army Institute for Military Assistance. Following the address, Mr. Goodby participated in an informal session with the military officers attending the foreign area officer course at Fort Bragg. He was accompanied by **JON T. SMRTIC**, special assistant to the bureau director who also participated in the session, which followed the address. During June 13–19, Mr. Goodby traveled to Europe with the START delegation chairman, Ambassador **EDWARD L. ROWNEY**, for consultations in London, Bonn, Rome, Paris, and at NATO headquarters in Brussels ... **JED SNYDER**, special assistant to the director, was a featured speaker at the 38th annual convention of the American Veterans Committee, June 5. Mr. Snyder was the administration spokesman on a panel which discussed stragegic arms control and nuclear weapons policy. On June 11, Mr. Snyder appeared on a panel entitled "Intelligence and Foreign Policy," at the Foreign Service Institute. He discussed intelligence support for the State Department, and the problems associated with developing foreign policy without timely and reliable intelligence ... On June 10, Mr. Smrtic presented a speech to a group of 88 Allied military officers on "National Security Imperatives: Foreign Policy and Defense Policy Coordination."

The bureau is receiving the assistance of several individuals for the spring and summer. In mid-June, Air Force Captain **FORREST WALLER** joined the Office of Strategic Nuclear Policy, from his position on the faculty of the U.S. Air Force Academy. Also joining that office were two midshipmen from the U.S. Naval Academy at Annapolis, **THOMAS MODLY**, who served for four weeks, from mid-May to mid-June, and **STEVEN ZOTTI**, who arrived in mid-June for four weeks. Army Captain **MICHAEL C. RYAN**, instructor of international relations at the U.S. Military Academy at West Point, joined the Office of Regional Security Affairs, June 8, for seven weeks. U.S. Coast Guard Lieutenant **JOSEPH B. EGAN**, an instructor in history, foreign policy, and modern Europe at the U.S. Coast Guard Academy, began a six-week assignment, May 17, in the Office of Regional Security Affairs. **JOHN V. PARACHINI** joined the Office of Munitions Control in June for a summer assignment, from Haverford College. Air Force Academy Cadet **EMILY S. REGH** joined the Office of Policy Analysis in early June for a six-week internship. Cadet **JEFFREY SMITH**, from the U.S. Military Academy at West Point, joined the Office of Theater Military Policy, June 1 for an eight-week internship, as a participant in the academy's summer intern program.

WILLIAM C. RENNAGEL, staff director of technology transfer assessment, attended the senior conference at the U.S. Military Academy, June 3–5. This conference addressed "The Military Reform Rebate: Directions for the Defense Establishment for the Remainder of the Century." During June 10–12, he attended the Ohio State Arms Control Seminar, hosted by Ohio State University and Dennison College, where he spoke on "The Strategy of Flexible Response." **JERRY W. LEACH** of the Technology Transfer Assessment Staff was on the U.S. delegation to the Paris subcommittee meeting on export controls of the Coordinating Committee on Export Controls, May 24–28.

STEVEN R. MANN and **JAMES E. OVERLY**, Office of Regional Security Affairs, represented the bureau in New York, May 17–28, on the U.S. delegation to the UN Ad Hoc Committee on the Indian Ocean. Commander **MIKE AUSTIN** was a State Department representative on the U.S. delegation to the 10th annual review of the U.S.-Soviet incidents at sea agreement, in Moscow, May 22–27. The annual talks review general policy decisions regarding the bilateral agreement, and specific sea and air incidents that have occurred during the previous 12 months.

PETER B. SWIERS, acting director of the Office of Theatre Military Policy, traveled to Luxembourg, May 16–18, for a meeting of NATO's special consultative group on intermediate-range nuclear forces ... **ALEX LIEBOWITZ** of the Office of Theater Military Policy traveled to New York, June 7–July 12, as a member of the U.S. delegation to the UN's Second Special Session on Disarmament. Theater Military Policy's **DAVID SCHWARTZ** was in Geneva, May 20–July 15, as a member of the U.S. delegation to the negotiations on intermediate-range nuclear forces ... **ROBERT MANTEL**, director of the Office of Security Assistance Special Projects, presented the overview lecture to the opening session of the Department's Executive Seminar in National and International Affairs, June 1, as it began a study of security assistance issues. On June 7, Mr. Mantel also made the initial presentation at a two-day business executives conference in Arlington, Va., on "Selling Defense Products and Services to the Third World." ... On May 17 **ARCHIE BOLSTER**, Office of Security Assistance and Sales, addressed the executive course participants at the Defense Institute for Security Assistance Management at Wright-Patterson Air Force Base, O., on "Recent Developments in Security Assistance." ... **CHRISTOPHER M. LEHMAN**, director of the Office of Strategic Nuclear Policy, testified, June 9, before the Senate Foreign Relations Committee, to present the administration's position on nuclear arms control resolutions being considered by the committee. On June 11, Mr. Lehman participated in a community forum, on the nuclear freeze, in Winchester, Va. On May 20 Ms. **MANDEL**, of the Office of Strategic Nuclear Policy, appeared as a panelist on a town meeting broadcast on WCCO-TV, Minneapolis. ■

Letters to the Editor

—(Continued from Page 1)

demonstrate the Department's continuing refusal to withdraw the visa application made to the Afghan authorities on behalf of chargé-designate Archer K. Blood, an application which was informally refused.

Sincerely,
CHARLES F. DUNBAR
Acting chargé d'affaires
American Embassy, Kabul ☐

WE TAKE A BREAK

In keeping with STATE's annual practice, there will be no August issue of the magazine. There will be a combined August/September issue with an earlier copy deadline—on August 10.

8th-floor powder room

RAPIDAN, VA.

DEAR SIR:

It seems too bad to relegate Dolley Madison to the powder room (STATE, April, Page 22). Why could it not be named the James and Dolley Madison dining room? She was the hostess always in the dining room, so it would seem appropriate to use her name there, as well as James Madison's.

Sincerely,
EASTER BERRYMAN ■

Department of Tax Breaks

U.S. savings bonds have unique tax-deferral advantages. Owners never pay state or local income tax on the interest, and they can postpone reporting the interest for federal income taxes until their bond is redeemed or reaches final maturity. This means that bondholders often can choose their best time to report interest, e.g., when they are retired or otherwise in a lower tax bracket.

Copyright material has been deleted, not available for Microfiche Edition.

New Directives

Organization and functions

Effective February 18, the Office of the Director for Multinational Force and Observers (NEA/MFO), has been established within the Bureau of Near Eastern and South Asian Affairs. This office will be the focal point within the executive branch to perform liaison with and coordination of support activities of the Multinational Force and Observers organization, established to assist in the implementation of the treaty of peace between Egypt and Israel, signed March 26, 1979. (FAMC No. 82–13)

The functional statement for the Bureau of Politico-Military Affairs (PM) has been revised. The revisions reorder and change emphasis among existing functions for the director. (FAMC No. 82–18)

President Reagan's letter of September 21, 1981, to chiefs of U.S. missions has been added to the Foreign Affairs Manual. The Department's organization chart is reissued to reflect the current organization of the Department. (TL: ORG–146)

The functional statement of the Office of the Inspector General of the Department of State and the Foreign Service has been completely revised and amended to conform with the requirements of Section 209 of the Foreign Service Act of 1980; Section 6 of the Inspector General Act of 1978; and Section 113 of the Budget and Accounting Procedures Act of 1950, as amended. (TL: ORG–147)

A current checklist on organization and functions has been issued to reflect the Foreign Affairs Manual (FAM) sections published through TL:ORG–147, dated March 25, 1982. (TL: ORG–148)

The functional statement for the Bureau of Inter-American Affairs is reissued to: (a) change the title of the former Office of Congressional, Human Rights and Public Affairs (ARA/CHP) to Office of Press and Public Affairs (ARA/P); the human rights function is transferred to the Office of Regional Political Programs (ARA/RPP), and the congressional relations responsibility is transferred to the Office of the Assistant Secretary; and (b) the Office of Central American (ARA/CEN) and the Office of Panamanian Affairs (ARA/PAN) are combined into a single Office of Central American and Panamanian Affairs (ARA/CEN).

General

The Foreign Service Act of 1980 expanded the authority and responsibilities of the inspector general of the Department of State and the Foreign Service. The inspector general is now mandated to inspect and audit not only every Foreign Service post, but every bureau and other operating unit in the Department at least once every five years. In addition, the act has made the inspector general responsible for conducting and/or directing investigations into matters of waste, fraud and mismanagement. (TL:GEN–202)

A current checklist on Volume 2, General (Foreign Service), has been issued to reflect the FAM sections published through TL:GEN–201, dated May 12, 1981. (TL:GEN–203)

A current checklist on Volume 2, General (Department only), has been issued to reflect the FAM sections published through TL:GEN–1033, dated August 26, 1981. (TL:GEN–1034)

Personnel

The validity of FAMC No. 10, "Continuation of Probational Periods of Current Foreign Service Staff Officers and Employees," dated February 13, 1981, has been extended to September 1, 1983. (FAMC No. 82–9)

The precepts for the Special Review Board (SRB) have been established. The SRB has been convened for any member of the Foreign Service who exercises the right of appeal from a performance standards board's (PSB) designation for selection-out of the Service under Section 608 of the Foreign Service Act of 1980. (FAMC No. 82–14)

The validity of FAMC No. 17, "Compliance with the Financial Disclosure Requirements of the Ethics in Government Act of 1978," dated April 17, 1980, has been extended to April 15, 1983. (FAMC No. 82–15)

The text of FAMC No. 81–24, "Promotion of Certain Members of the Foreign Service Assigned to a Salary Class in the Foreign Service Schedule," dated April 24, 1981, has been amended and reissued to reflect the authority for the promotion of certain members of the Service who are assigned to a salary class in the Foreign Service Schedule. (FAMC No. 82–16)

The validity of FAMC No. 747, "The Career Candidate Program," dated April 24, 1978, has been extended to April 21, 1983. (FAMC No. 82–17)

The regulations attached to FAMC No. 31, "Performance Evaluation Plan for the Senior Executive Service," dated July 31, 1980, as subsequently amended, has been codified. (TL:PER–1101)

A new section has been issued to codify and continue in force the substantive text of FAMC No. 727, "Access to Personnel Records," dated May 2, 1977. (TL:PER–1102)

Financial management

A current checklist on financial management (Foreign Service) has been issued to reflect the FAM sections published through TL:FIN–265, dated September 28, 1981. (TL:FIN–266)

A current table of contents on financial management (Foreign Service) has been issued. (TL:FIN–267)

Procedures on new accounting payroll for the advance of pay for employees assigned to a foreign area have been issued. (Uniform Foreign Affairs Regulations for State/AID/USICA/FAS/Commerce) (TL:FIN– 268)

A current checklist on financial management (Department only) has been issued to reflect the FAM sections published through TL:FIN–1009, dated July 24, 1980. (TL:FIN–1010)

A current table of contents on financial management (Department only) has been issued. (TL:FIN–1011)

Communications and records

The following essential changes to Chapter 400, Records Management, have been issued: (a) the scope and responsibility have been expanded to clearly delineate responsibilities and to reflect changes in organizational designations; (b) the requirements for the disposition of personal papers and official records have been revised and expanded to identify specifically employees and administrative office responsibilities concerning material accumulated during their employment and how it may be removed, retired, transferred, or destroyed; (c) maintenance and distribution of special caption material have been expanded to provide detailed procedures for the handling of such material; (d) a new regulation has been added to provide instructions on the maintenance and distribution of material bearing authorized channel captions; (e) changes in organizational and position titles have been revised to reflect current titles; and (f) revised regulations on the Freedom of Information (FOI) and Privacy Acts, and new regulations covering the access provisions of the Ethics in Government Act and Executive Order 12065 replaced the former FOIA section. These regulations provide a single unified source for the Department's policies and procedures regarding access to official information and records. (TL:CR–116)

Effective November 25, 1981, U.S. postal rates were changed to reflect new postal increases. (Uniform Foreign Affairs Regulations for State/AID/USICA/Commerce/FAS) (TL:CR–117)

General services

Mileage reimbursement for authorized travel by privately-owned vehicles has been decreased from 22.5 cents to 20.0 cents per mile. (Uniform Foreign Affairs Regulations for State/AID/USICA/Commerce/FAS) (TL:GS– 290)

The federal travel regulations have been amended to reflect the changes in the high-rate geographical areas, which were effective December 6, 1981. (Uniform Foreign Affairs Regulations for State/AID/USICA/Commerce/FAS) (TL:GS–291)

Auto parts and services for American vehicles are not available at certain posts. For this reason, employees at Abidjan, Cadda, Leningrad, Moscow and Nicosia have been added to the posts of exceptions. Posts granted this exception, may ship their foreign-made, foreign-purchased and privately-owned vehicles to the United States at Government

KABUL, Afghanistan—Embassy secretary *Arliss Dickson* and communications programs officer *Mike Kovich*, second from left, receive Meritorious Honor Awards. Chargé d'affaires ad interim *Charles Dunbar* is on right, and administrative officer *Ned Morris* on left.

expense. (Uniform Foreign Affairs Regulations for State/AID/USICA/Commerce/FAS) (TL:GS–292)

If the lease on an employee's residence abroad is terminated for reasons beyond the employee's control, the Government will pay the cost of moving the employee to another residence. (Uniform Foreign Affairs Regulations for State/AID/USICA/Commerce/FAS) (TL:GS–294)

The new regulations governing Chapter 600, "Safety Program," have been issued. (Uniform Foreign Affairs Regulations for State/AID/USICA/Commerce/FAS) (TL:GS–296)

The countries for New Hampshire, New Jersey and Ohio were listed under the wrong states. These have been corrected, and new pages have been issued. (Uniform Foreign Affairs Regulations for State/AID/USICA/Commerce/FAS) (TL:GS–297)

A current checklist on general services (Department only) has been issued to reflect the FAM sections published through TL:GS–1090, dated July 1, 1981. (TL:GS–1092)

A current checklist on general services (handbook) has been issued to reflect the handbook sections published through TL:GS:H–98, dated January 15. (TL:GS:H–99)

Political affairs

A current checklist on political affairs has been issued to reflect the FAM sections published through TL:POL–34, dated July 16, 1981. (TL:POL–35) ■

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575–6.

President Reagan

"Alliance Security and Arms Control," Bundestag, Bonn, West Germany, June 9 (Current Policy No. 400).

"Promoting Democracy and Peace," British Parliament, London, June 8 (Current Policy No. 399).

"Arms Control and the Future of East-West Relations," Eureka College, Peoria, Ill., May 9 (Current Policy No. 387).

Secretary Haig

"Peace and Security in the Middle East," Chicago Council on Foreign Relations, Ill., May 26 (Current Policy No. 395).

Interview on "Face the Nation," May 23 (Current Policy No. 394).

"The Strategic Arms Reduction Talks," Senate Foreign Relations Committee, May 11 (Current Policy No. 389).

East Asian and Pacific affairs

"Developing Lasting U.S.-China Relations," Walter J. Stoessel Jr., deputy secretary of state, National Council on U.S.–China Trade, Washington, June 1 (Current Policy No. 398).

Environment

"International Environmental Issues," James L. Buckley, under secretary for security assistance, science and technology, at the international environment/development lecture series sponsored by the International Institute for Environment and Development, Washington, May 3 (Current Policy No. 391).

Inter-American affairs

"Prospects for Peace in the South Atlantic," Secretary Haig, 20th meeting of foreign ministers of the inter-American treaty of reciprocal assistance (Rio treaty), Washington, May 27 (Current Policy No. 397).

"Peaceful Change in Central America," Walter J. Stoessel Jr., deputy secretary of state, Pittsburgh World Affairs Council, Pittsburgh, May 27 (Current Policy No. 396).

"Radio Marti and Cuban Interference," Thomas O. Enders, assistant secretary for inter-American affairs, Subcommittee on Telecommunications, Consumer Protection and Finance of the House Committee on Energy and Commerce, May 10 (Current Policy No. 392).

International economics

"Maintaining Momentum Toward an Open World Economy," Thomas O. Enders, assistant secretary for inter-American affairs, before the Chamber of Commerce and Brazil U.S.-Business Council, Washington, May 13 (Current Policy No. 393).

Middle East and South Asian affairs

"U.S. Policy Toward the Persian Gulf," Nicholas A. Veliotes, assistant secretary for Near East and South Asian affairs, Subcommittee on Europe and the Middle East of the House Foreign Affairs Committee, and the Joint Economic Committee, May 10 (Current Policy No. 390).

GIST

"U.S. Interests in the Caribbean Basin" (5/82).

Background Notes

Belize (5/82).
Federal Republic of Germany (5/82).
Madagascar (4/82).
Morocco (4/82).
Index (4/82). □

Obituaries

W. Beverly Carter Jr., 61, who held three ambassadorial appointments and was a former newspaper publisher and editor, died at Suburban Hospital on May 9 after a heart attack. He was visiting from Geneva, where he was a U.S. member of the UN Human Rights Commission.

Mr. Carter

Mr. Carter was ambassador to Tanzania, 1972–75, ambassador to Libya, 1976–79, and ambassador-at-large for liaison with state and local governments, from 1979 until he retired in 1981.

Beginning his career with the U.S. Information Agency in 1965, he served as public affairs officer in Nairobi, then as counselor for public affairs in Lagos. From 1969–72, he was deputy assistant secretary for African Affairs.

Mr. Carter was born in Pennsylvania. A graduate of Lincoln University, he attended law school at Temple University. After working as a reporter for the Philadelphia Tribune, he became city editor of the Philadelphia Afro-American in 1947. He was publisher of the Pittsburgh Courier, 1955–62, and the Chicago Courier, 1963–64. Survivors include his wife and three children. □

Louis F. Blanchard, 76, a consular officer who served at several Latin American posts before retiring in 1965, died on May 17.

Mr. Blanchard was born in New Mexico. He worked for a railway company in Mexico from 1925 until joining the Foreign Service in 1939. His first assignment was to Mexico City as a clerk. After a detail to a U.S. economic mission to Bolivia, he returned to Mexico City as a consular officer. From 1950–54, he was consular officer in Tijuana. Mr. Blanchard was appointed officer-in-charge of Mexican affairs in 1957; counselor and consular officer in Managua in 1958; and secretary of the U.S. section of the International Boundary and Water Commission, in El Paso, in 1963. Survivors include his wife, two daughters, a son, a brother and two sisters. □

Richard A. Mitchell, 49, a supervisory communications officer in Nassau, died in Miami on May 28 following a stroke.

Mr. Mitchell

Joining the Foreign Service in 1956, he served as a clerk in Cairo, Manila, Vientiane, London and Saigon. He was a communications and records supervisor in Columbo and a supervisory communications officer on a second tour in London. Department assignments were to the Communications Center in 1966; to the Bureau of Intelligence and Research, Office of Current Intelligence, in 1969; and to the Diplomatic Pouch and Courier Operations Division in 1970.

Mr. Mitchell was born in New Jersey. From 1951–54, he served in the Air Force. Survivors include his wife. □

Joseph S. Sagona, 64, who was chief of the Diplomatic Pouch and Courier Operations Division from 1968 until he retired in 1973, died on May 13.

Mr. Sagona

Beginning his career as a clerk in 1939, he became chief of the Payroll and Certification Examination Section, Division of Budget and Finance, in 1945. After working as a conference administrative officer, 1950–56, he transferred to the Foreign Service. His assignments as administrative officer were to Montevideo, Lima and Rio de Janeiro. He also served as an adviser to the U.S. representative to the Organization of American States.

Mr. Sagona, born in New York, was a graduate of Hurst Business College. Survivors include his wife, a daughter, two sons and a brother. □

Margaret Tracey, 52, secretary to the ambassador in Tanzania, died of cerebral malaria on May 19 at a hospital in Nairobi.

Ms. Tracey

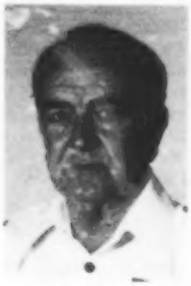
Ms. Tracey was born in New Jersey. She earned a bachelor's in psychology at George Washington University. From 1951–56, she served in Washington, Japan and Korea as a secretary with the Army Department. She also worked in Libya with the International Cooperation Agency, a predecessor of AID, and was an administrative assistant with AID, 1962–73.

Joining the Department in 1978, she was secretary to the ambassador in Nigeria until her assignment to Tanzania in 1981. Survivors include four brothers and three sisters. □

Miriam H. Morris, 90, one of the original members of the Department's Fine Arts Committee, known for her expertise on 17th and 18th-century American furnishings, died on June 3 at her home in Washington. Also an original member of the National Trust for Historic Preservation, she was involved in several such causes, including the Woodlawn Plantation, near Mount Vernon, and the Tyron Governor's Palace in North Carolina.

Mrs. Morris was born in Maryland. She graduated from the National Cathedral School for Girls. Survivors include two daughters, a son, a brother, 10 grandchildren and 8 great-grandchildren. □

Paul T. Miller, a building maintenance specialist assigned to Manila in 1981—he was the husband of Foreign Service secretary Dolores J. Miller—died of leukemia in Georgetown University Hospital on June 18. He was 60.


Mr. Miller

Mr. Miller was born in Indiana. A retired Air Force officer, he served in Japan, Alaska, Guam and Tunisia. From 1970–72, he was manager of the embassy commissary in Tunis. Joining the Foreign Service in 1975, he was a building management specialist in Monrovia, then in Jakarta. Mr. Miller was assigned to the Office of Operations, Supply and Transportation, as a general services officer, 1979–81.

Survivors include his wife, who is currently in the Bureau of Personnel. □

Paul Moy, 67, a Foreign Service officer who retired in 1974, died of cancer on May 21 at Arlington Hospital, Arlington, Va.

Mr. Moy

A native of Chicago, he graduated from the University of Chicago in 1935. After working for the War Department as a price analyst, he joined State in 1945. He was a biographic analyst until 1950, when he was appointed political officer in Manila. Returning to Washington in 1953, he was an intelligence research analyst for three years. From 1956–61, he was assigned to Singapore as political officer. Mr. Moy spent the next nine years in Washington as an educational and cultural exchange officer. He was then detailed to the Department of the Army, 1970–72.

Survivors include his wife, two daughters and a brother. □

Walter J. Roberts, 66, a budget and fiscal officer who retired in 1968, died on May 5. Joining the Foreign Service in 1956, he served as disbursement officer in Nicosia, budget and fiscal officer in Accra and fiscal officer in Rome. He received the Department's commendable service award in 1960.

Mr. Roberts was born in New York. He served in the Marine Corps, 1933–37 and 1944–46. Other Government employment was with the Merchant Marine as a regulations enrolling director, 1942–44; the Army as a civilian supply officer, 1947–52; and with the Navy as an administrative/supply officer, 1952–56. Survivors include his wife. □

Thomas M. Leonard Sr., 54, a retired communications officer, died on February 13 at Wilford Hall Medical Center, San Antonio, Tex. He served in Nairobi, Mogadishu, Johannesburg, Brussels and Niamey before retiring in 1979. From 1944–64, he was a communications technician in the Navy. Survivors include his wife and a son, of 7415 Louisa Allen Ct., San Antonio 78240, and a daughter and granddaughter. □

Edward P. Montgomery, 80, who served as consul general in Zagreb before retiring in 1961, died on May 26.

Mr. Montgomery was born in Massachusetts. A graduate of the U.S. Naval Academy, he served in the Navy, 1918–27. He worked as a freelance journalist, writer and playwright for 12 years, and then became a newspaper diplomatic correspondent in 1937.

Joining the Department as a political analyst in 1949, his assignments included chief of the Current Information Policy Staff and public affairs adviser for the Bureau of European Affairs. In 1956 he was appointed consul general in Valletta. There are no known survivors. □

William L. Magistretti, 67, a consular officer who served in Seoul before retiring in 1964, died on April 24. Joining the Foreign Service in 1948, he served as a consular officer in Yokohama, Sapporo, Tokyo, Moscow and Hong Kong. After a detail to the National War College, he was appointed counselor in Warsaw. His Washington assignments included chief of the Neareast Asia Branch, and chief of the Division of Research and Analysis for the Far East.

Born in California, he earned a bachelor's degree from the University of California. He served overseas in the Army, 1943-46, and was a research analyst with the Navy Department, 1937-43. From 1946-48, he worked for the War Department as a research analyst. Survivors include his wife. □

Lance F. Eye, 27, son of retired Foreign Service officer Ralph F. W. Eye, drowned May 27 while swimming at Diamond Head, Hawaii. As a student, he accompanied the family to posts at Rangoon, Saigon, Geneva, Jakarta and Honolulu.

A graduate of the College du Leman, Versoix, Switzerland, he attended the University of New Hampshire and the University of Hawaii at Manoa. He was engaged in social work in Hawaii. He leaves his father, mother, two sisters, and a brother, John of 26 Bolling Drive, Bangor, Me. Memorial contributions may be made to the IHS Mission of Father Claude Du Thiel, c/o Saint Andrews Church, Honolulu 96813. □

Cecil F. Hubbert, a retired Army colonel and husband of retired Foreign Service officer Edna Barr Hubbert, died of pulmonary arrest at Walter Reed Army Medical Center on June 6. Colonel Hubbert met his wife while he was in the Office of German Affairs, 1949–1953. She is among his survivors. ■

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Library Booklist

Nuclear weapons, war and strategy

Nuclear weapons

Glasstone, Samuel and Philip J. Dolan, eds. *The effects of nuclear weapons.* Washington, U.S. Dept. of Defense, 1977. 653p. (On order)

Huisken, Ronald. *The origin of the strategic cruise missile.* New York, Praeger, 1981. 202p. UG1312.C7H84

Jane's weapon systems. New York, Jane's Publishing Co., 1981–82. U104.J35 Ref.

McNaught, L.W. *Nuclear, biological and chemical warfare.* New York, Pergamon, 1982. (Brassey's battlefield weapons systems & technology, v. 4) (On order)

National Academy of Sciences. *The biological effects of atomic radiation; summary reports.* Washington, 1956. 108p. QH652.N32

National Research Council. *Long-term worldwide effects of multiple nuclear-weapons detonations.* Washington, National Academy of Sciences, 1975. 213p. (On order)

Polmar, Norman. *Strategic weapons: an introduction.* Rev. 2d ed. New York, Crane, Russak, 1982. 200p. (On order)

Rosenberg, Howard L. *Atomic soldiers: American victims of nuclear experiments.* Boston, Beacon, 1980. 192p. UB369.R67

United Nations. Group of Experts. *Comprehensive study on nuclear weapons.* New York, Unipub, 1981. 172p. JX1977.A/35/392

Waldheim, Kurt, ed. *Nuclear weapons; report of the secretary-general of the United Nations.* Brookline, MA, Autumn Press, 1981. 240p.

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Bulletin of the Atomic Scientists. *The final epidemic: physicians and scientists on nuclear war.* Chicago, University of Chicago Press, 1982. 252p. (on order)

Calder, Nigel. *Nuclear nightmares: an investigation into possible wars.* New York, Viking, 1980. 168p. UF767.C264

Clarke, Magnus. *The nuclear destruction of Britain.* Totowa, N.J., Biblio Distribution Centre, 1982. 292p. (On order)

Douglass, Joseph D. and Amoretta M. Hoeber. *Soviet strategy for nuclear war.* Stanford, CA, Hoover Institution Press, 1979. 138p. UA770.D67

Goodwin, Peter. *Nuclear war, the facts of our survival.* New York, Rutledge, 1981. 128p. UF767.G624 Ref.

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Ground Zero. *Nuclear war: what's in it for you?* New York, Pocket Books, 1982. (On order)

Harkavy, Robert E. *Spectre of a Middle Eastern holocaust: the strategic and diplomatic implications of the Israeli nuclear weapons program.* Denver, CO., University of Denver, Graduate School of International Studies, 1977. 126p. UA853.17H4

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Japan Broadcasting Corporation. *Unforgettable fire: pictures drawn by atomic bomb survivors.* New York, Pantheon, 1981 (On order)

Kahn, Herman. *On thermonuclear war.* Princeton, N.J., Princeton University Press, 1960. 651p. UA11.K3

Kahn, Herman. *Thinking about the unthinkable.* New York, Horizon, 1962. 254p. UA11.K27

Katz, Arthur. *Life after nuclear war: the economic and social effects of nuclear attacks on the United States.* Cambridge, MA, Ballinger, 1982. 422p. UF767.K34

Prochnau, Bill. "At the crater's edge." *Washington Post.* Series appeared on April 25, 1982; April 26, 1982; April 29, 1982; April 30, 1982; May 1, 1982.

Royal United Services Institute for Defense Studies, London. *Survival: aspects of civil defense in the nuclear age.* New York, Pergamon, 1981. 225p. (On order)

Schell, Jonathan. *The fate of the earth.* New York, Alfred Knopf, 1982. 244p. (On order)

United States. Congress. Office of Technology Assessment. *The effects of nuclear war.* Washington, Govt. Print. Office, 1979. 151p. UF767.U5955

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Aldridge, Robert C. *Counterforces syndrome; a guide to US nuclear weapons and strategic doctrine.* Rev. ed. Washington, Institute for Policy Studies, 1979. 86p. UF767.A44

Brodie, Bernard, ed. *The absolute weapon: atomic power and world order.* New York, Harcourt, Brace, 1946. 214p. UF767.B59

Fallows, James. *National defense.* New York, Random House, 1981. 204p. UA23.F343

Foreign Affairs, Winter 1981/82. "Nuclear weapons in the 1980's," pp. 287–346. (Includes: "MAD vs. NUTS" by Spurgeon M. Keeny Jr. and Wolfgang K. H. Panofsky; "The implications of theater nuclear weapons in Europe" by Christoph Bertram; "NATO and nuclear weapons: reasons and unreason" by Stanley Hoffmann.)

Foreign Affairs, Spring 1982. "Nuclear weapons and the Atlantic alliance," by McGeorge Bundy, George F. Kennan, Robert S. McNamara and Gerard Smith, pp. 753–768.

Freedman, Lawrence. *The evolution of nuclear strategy.* New York, St. Martin's, 1981. 473p. UF767.F773

Haig, Alexander. *Peace and deterrence.* Address before Georgetown University's Center for Strategic and International Studies, Washington, April 6, 1982. Washington, U.S. Dept. of State, 1982. 4p. E183.7.U573 No. 383

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Martin, Laurence, ed. *Strategic thought in the nuclear age.* Baltimore, MD., Johns Hopkins Press, 1979. 233p. U162.S774

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Polmar, Norman and Thomas B. Allen. *Rickover.* New York, Simon & Schuster, 1982. 744 p. V63.R54P64

Roherty, James M. ed. *Defense policy formation: towards comparative analysis.* Durham, N.C., Carolina Academic Press, 1980. 315p.

Rose, John P. *The evolution of U.S. Army nuclear doctrine, 1945–1980.* Boulder, CO, Westview, 1980. 252p. UA25.R75

Schelling, Thomas. *The strategy of conflict.* Cambridge, MA. Harvard University Press, 1960. 309p. QA270.S3

Snow, Donald M. *Nuclear strategy in a dynamic world: American policy in the 1980's.* University, Ala., University of Alabama Press, 1981. 284p. UA23.S526

Wong, Fraser Agatha S.Y. *The political utility of nuclear weapons; expectations and experience.* Washington, University Press of America, 1980. 357p. (On order)

Yost, David S., ed. *NATO'S strategic options: arms control and defense.* New York, Pergamon, 1981. 258p. UA646.3.N247■

Call numbers are given for books in the Department Library.

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State

The Newsletter United States Department of State • Aug.-Sept. 1982

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DEPOSITORY 376

Secretary Shultz Takes Oath

THE COVER—*George P. Shultz* is sworn in as Secretary of State by Attorney General *William French Smith* in the White House Rose Garden, July 16. Mrs. Shultz holds the Bible. Story on Page 2. *(Photo by Walter J. Booze, Visual Services)*

United States Department of State

Letters to the Editor

Love those languages

HOUSTON, TEX.

DEAR SIR:

New Department efforts to strengthen Foreign Service language capabilities (STATE, May) are heartening. Monetary rewards may motivate some officers and staff, but professional recognition in the form of career advancement will inspire more. Nor should the potential of leadership by the Secretary on this issue be neglected.

Internally, assignment policies should be related to sustaining language facility and encouraging further development. Selection board precepts could place greater emphasis on language improvement. Senior administration officials could set deadlines for the Service to produce topflight interpreters in certain key languages, including all spoken more widely than English.

Because the Department insisted, the Foreign Service Institute during one generation produced a superb relay of FSO Chinese interpreters for the Geneva/Warsaw ambassadorial talks. With that capability proven, FSOs should by now be interpreting every conversation of our senior Department and administration officials with Brezhnev, Gromyko, Deng Xiaoping, Huang Hua, Zenko Suzuki and the like. If not, it must be for lack of insistence or recognition or both.

Externally, the Secretary could speak out against educational policies that from the 1960s onwards have eroded the foreign language capability of Americans. He has a perfect warrant to exhort the U.S. higher education establishment, as a matter of national interest, to reinstitute language requirements for university admission. All American institutions would benefit, and the Department's language training costs might stay within tolerable limits.

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Staff writer Donna Gigliotti
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Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right.

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Appointments

George P. Shultz is the new Secretary of State

White House names other top leaders to serve with him

President Reagan **meets with** *Secretary Shultz* **at Camp David. The others, from left:** *James A. Baker III*, **chief of staff and assistant to the President;** *William P. Clark*, **assistant to the President for national security affairs;** *Edwin Meese III*, **counselor to the President.** *(White House photo by Michael Evans)*

PRESIDENT REAGAN, nearing mid-term in his administration, has named a new leadership team at the Department—including George P. Shultz as Secretary of State and a new deputy secretary, two under secretaries and two assistant secretaries. Named in July and early August for the top posts were:

—The Secretary—Mr. Shultz, who most recently was president of Bechtel Group, Inc., a San Francisco-based international construction firm, and who served in the Nixon administration, successively, as Secretary of Labor, director of the Office of Management and Budget, and Secretary of the Treasury. With his appointment confirmed quickly and unanimously by the Senate, he was sworn in as the nation's 60th Secretary of State on July 16. Mr. Shultz succeeded Alexander M. Haig Jr., who resigned.

—Deputy secretary — Kenneth W. Dam, provost and professor of law at the University of Chicago, who had served both in the Office of Management and Budget and on the Council on Economic Policy. Mr. Dam would replace Walter J. Stoessel Jr. in the No. 2 position at State. Mr. Stoessel is retiring.

—Under secretary for economic affairs—W. Allen Wallis, chancellor of the University of Rochester and an economist, who would succeed Myer Rashish, who has resigned.

—Under secretary for security assistance, science and technology—William Schneider Jr., associate director for national security and international affairs at the Office of Management and Budget. Mr. Schneider would succeed James L. Buckley, who had been named earlier as counselor of the Department.

—Assistant secretary for economic and business affairs—Richard T. McCormack, a consultant on international economics who has represented the Department on a number of occasions abroad, to replace Robert D. Hormats. Mr. Hormats has resigned.

—Assistant secretary for public affairs—John Hughes, director of the Voice of America, ICA. Secretary Shultz named Mr. Hughes to serve also as spokesman for the Department. He would succeed Dean Fischer, who has resigned.

Shultz is sworn in

President Reagan, at Mr. Shultz's swearing-in ceremony in the Rose Garden of the White House, praised the 61-year-old economist as a man of "exceptional character and qualifications for this vital position." The President noted that Mr. Shultz had served three previous presidents. "He has been immensely successful in his endeavors in the private sector and he's highly respected for his academic achievements. Those who know him testify that he is a man with character and common sense, affable, yet decisive."

Within hours after assuming his new duties, Mr. Shultz sent a message to "my colleagues in the Department of State," conveying "directly to all members of the Foreign Service and the Department my confidence in your spirit, dedication and professional competence."

"In a variety of different circumstances over several decades," he wrote, "I have worked with many of you. The past few weeks have reaffirmed my previous impressions. There is no diplomatic service in the world of higher quality, and I am proud to become part of it."

The Secretary added: "The world looks to the United States in nearly every situation of crisis and conflict to help bring about peaceful solutions. The world also looks to America for a longer view, for steady, resourceful and principled leadership toward a safer and freer world. America represents the hopes and aspirations of many peoples of the world; and you are America's personal representatives. This is a heavy responsibility, but also a unique challenge and exciting opportunity that I look forward to sharing with you. I will need your help. I know I can expect your honest advice and your dedication as we carry out the President's foreign policy."

At his official arrival in the Department on July 19, Mr. Shultz, addressing employees in the Diplomatic Lobby, described his role as "working for the President and seeking to be as helpful as I can possibly be to him in the formulation of his foreign policies." He said to his audience: "I fully intend to call on you. I know that I need you, and I know that you will pitch in. I guess my final word is that I expect to work the hell out of you, and I hope you will come through. I know you will."

He was accompanied by Mrs. Shultz and was introduced by Deputy Secretary Stoessel, who had served as acting secretary during the transition.

Following are biographical sketches of the persons chosen by the administration.

* * *

Secretary of State

George P. Shultz served as Secretary of Labor, 1969–70; director of the Office of Management and Budget, 1970–72; and Secretary of the Treasury and assistant to the President, 1972–74. In May 1974 he joined the Bechtel corporation, becoming executive vice president. He was named president of the firm in 1975.

Mr. Shultz had been chairman of President Reagan's Economic Policy Advisory Board. At the President's request, he met with leaders in Europe, Japan and Canada last May to assist in preparations for the Versailles economic summit. Earlier, when he was serving at Treasury, he also was chairman of the Council on Economic Policy. As head of the East-West Trade Policy Committee, Mr. Shultz traveled to Moscow in 1972 and negotiated a series of trade protocols with the Soviet Union. He represented the United States, too, at the Tokyo meeting of the General Agreement on Tariffs and Trade.

Mr. Shultz has served as a part-time faculty member at Stanford's Graduate School of Business, teaching management and public policy. In addition, he was a member of the board of directors at the General Motors Corp. and at Dillon Read & Co., Inc., as well as a member of the international council of the Morgan Guaranty Trust Co.

The Secretary has written many books. They include "Management Organization and the Computer" (with T.A. Whisler); "Strategies for the Displaced Worker" (with Arnold R. Weber); "Workers and Wages in the Union Labor Market" (with Kenneth W. Dam); and "Economic Policy Beyond the Headlines," published in 1978. He is the author, too, of many articles and chapters in other books. He is a member of the American Economic Association, the Industrial Relations Research Association, and the National Academy of Arbitrators. He has received honorary degrees from Notre Dame, Loyola, Pennsylvania, Rochester, Princeton, Carnegie-Mellon and Baruch College.

Mr. Shultz was born in New York on December 13, 1920. He received a bachelor's in economics from Princeton in 1942. He earned a doctorate in industrial economics at Massachusetts Institute of Technology in 1949. He became a member of the faculty at the Massachusetts school, serving until 1957, then at the University of Chicago's Graduate School of Business, 1957–68. He was dean of the latter school, 1962–68.

From 1942 to 1945 Mr. Shultz served in the Marine Corps, in the Pacific theater, and rose to the rank of captain. In 1955, during the Eisenhower administration, he took a year's leave of absence from the Massachusetts Institute of Technology to serve as a senior staff economist on the President's Council of Economic Advisers.

Mr. Shultz is married to the former Helena M. O'Brien; they have five children—three daughters and two sons.

* * *

Deputy secretary

Kenneth W. Dam had been provost of the University of Chicago since 1980. He served as Harold J. and Marion F. Green professor of international legal studies at the law school there. He had been a member of the university's faculty since 1960, and professor of law since 1964.

In 1971 he left the university to become assistant director for national security and international affairs in the U.S. Office of Management and Budget. Two years later, he was named executive director of the Council on Economic Policy. He returned to the law school in 1974. He also was a consultant to the Office of Management and Budget and Department of the Treasury in 1974, the Administrative Conference of the United States in 1974 and 1975, the Commission on the Organization of the Government for the Conduct of Foreign Policy in 1975, and the Federal Trade Commission in 1975 and 1976.

Mr. Dam was born in Marysville, Kan., on August 10, 1932. He received a bachelor-of-science degree from the University of Kansas in 1954, and a doctorate in law from the University of Chicago in 1957. After graduating from law school, he became a law clerk to Justice Charles E. Whittaker of the U.S. Supreme Court. He was associated with the New York law firm of Cravath, Swaine & Moore, 1958–60.

Mr. Dam had been adjunct scholar and member of the academic advisory board, American Enterprise Institute, since 1976. He also had been a consultant to the Rand Corp., since 1976, and a member of the board of directors of the Chicago Council of Foreign Relations, since 1974. He has written many books and articles. He is married to the former Marcia Wachs; they have two children.

Mr. Dam

Under secretary for economic affairs

W. Allen Wallis had been with the University of Rochester since 1962—first as president, chief executive officer and professor of economics and statistics and, since 1970, as chancellor and trustee. In 1978 he became professor emeritus and honorary trustee.

Mr. Wallis began his academic career in 1935 as a Granville W. Garth fellow in political economy, at Columbia. In 1937 he was named an instructor in the department of economics at Yale. From 1938 to 1946 he was on the faculty of the department of economics at Stanford, first as assistant and later as associate professor of economics. In 1946 he became professor of statistics and economics at the University of Chicago Graduate School of Business. In 1949 he served as chairman of the department of statistics. From 1956 until 1962, he was dean of the Graduate School of Business.

Mr. Wallis served the U.S. Government in various capacities. He was a member of the President's Commission on an All-Volunteer Armed Force, 1969–70; the National Commission on Productivity, 1970–74; and the Corporation for Public Broadcasting, 1975–78. He also was on the Task Force on Education and on the ICA transition team for President-elect Reagan.

During the past 20 years, Mr. Wallis was elected to the board of directors of nine U.S. corporations, including Bausch & Lomb, Macmillan, Eastman Kodak, Metropolitan Life Insurance, and Standard Oil of Ohio. He served as a trustee of several organizations and has been active in the academic, civic and philantrophic communities in many capacities. He is the author of 10 books and monographs, and has published many articles on economics and public and international policy.

Mr. Wallis was born in Philadelphia on November 5, 1912. He received a bachelor's, magna cum laude, from the University of Minnesota in 1932. He is a member of Phi Beta Kappa. He took graduate work in economics at the University of Minnesota and the University of Chicago, 1932–35. He is married to the former Anne Armstrong; they have two children.

Mr. Wallis

Mr. Schneider

* * *

Under secretary for security assistance, science and technology

William Schneider Jr. was a staff associate on the Subcommittee on Defense, House Committee on Appropriations, in 1977. Before joining the House staff, he was a staff member of the Senate and a professional staff member of the Hudson Institute. At the institute, he contributed to studies on strategic forces, Soviet affairs, theater nuclear force operations, and arms control.

An economist and defense analyst, Mr. Schneider is the author of several works on defense policy. He was born on November 20, 1941. He received a doctorate from New York University in 1968.

Mr. Schneider is the author of "Arms, Men and Military Budgets," "Why ABM? Policy Issues in the Missile Defense Controversy," and many articles and monographs on Soviet military policy, U.S. strategic forces and defense policy issues. He also is the author of a study of economic warfare, "Food, Foreign Policy and Raw Materials Cartels." He is a member of the American Economic Association, the Econometric Society and the International Institute for Strategic Studies.

* * *

Assistant secretary for economic and business affairs

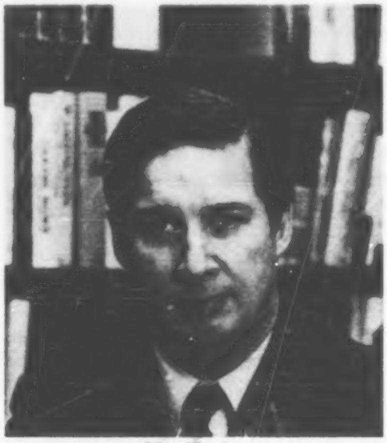
Richard T. McCormack was legislative assistant to Senator Jesse Helms (R.–N.C.), 1979–81, then became a consultant at the Department.

He was at the American Enterprise Institute, 1975–77. In 1974 Mr. McCormack was deputy to the assistant secretary of the treasury for international economic affairs. He then became a consultant to the White House Office of the Special Trade Representative, where he analyzed potential international commodity agreements. From 1969 to 1971, he served in the Executive Office of the President in several capacities. As a staff member of the President's Advisory Council on Executive Organization, he was responsible for drawing up plans for the White House Council on International Economic Policy, which was later established. He also served as special assistant to former Pennsylvania Governor William Scranton at the International Satellite Organization (INTELSAT) negotiations at the State

Department in early 1969.

Mr. McCormack began his Government career on the staff of the Peace Corps. He has been a consultant to several other U.S. Government agencies and private corporations. He was born in Bradford, Pa., on March 6, 1941. He received a bachelor's degree from Georgetown in 1963, and a doctorate, magna cum laude, from the University of Fribourg in Switzerland in 1966. He is the author of "Asians in Kenya" and of several other articles and mongraphs on foreign affairs. He is married to the former Karen Louise Hagstrom; they have a daughter.

Mr. McCormack


Mr. Hughes

* * *

Assistant secretary for public affairs and Department spokesman

John Hughes, a Pulitzer Prize-winning journalist, was editor of the Christian Science Monitor, 1970–76, and its editor and manager, 1976–79. He was president of the American Society of Newspaper Editors, 1978–79. He then managed his own newspapers in Massachusetts for two years.

Mr. Hughes joined the administration in July 1981 as associate director of ICA. He moved to the Voice of America last March. Before his Government service, he worked for newspapers and wire services in England and South Africa, settled in the United States in 1954 and joined the Monitor. He was its Africa correspondent, 1955–61; assistant foreign editor, 1962–64; Far Eastern correspondent, 1964–70; and managing editor, 1970. While serving in Asia he won the 1967 Pulitzer Prize for international reporting—for his coverage in Indonesia of the Communist coup attempt and the downfall of President Sukarno. In 1971 he received the Overseas Press Club's award for the best daily newspaper or wire service reporting from abroad. He also won the Yankee Quill Award from Sigma Delta Chi, the professional journalism society, in 1977.

Mr. Hughes has served on the Pulitzer Prize board since 1975. He is a member of the Overseas Press Club, New York; Hong Kong Country Club; Foreign Correspondents Club, Hong Kong, and the Harvard Club, Boston. He is the author of "The New Face of Africa" and "Indonesian Upheaval." Mr. Hughes has also been a broadcaster for Westinghouse in Boston, 1962–64, and the Far East, 1964–70.

He was born in Wales on April 28, 1930. Educated in England, he also was a Nieman fellow at Harvard, 1961–62. He received an honorary doctorate from Colby College in 1978. He became an American citizen in 1965. Mr. Hughes is married to the former Libby Pockman; they have a son and a daughter. ☐

Seitz is executive aide

Secretary Shultz has named Raymond G. H. Seitz as his executive assistant. Mr. Seitz, in the Foreign Service since 1966, held earlier assignments as director of the Secretariat Staff, special assistant to the director general of the Foreign Service, political officer in London, deputy executive secretary for the Department and, most recently, senior deputy assistant secretary for public affairs.

Mr. Seitz

Other members of Secretary's immediate staff, as announced in a Department Notice on July 16, are *Lora Simkus*, personal assistant to the Secretary; *E. Anthony Wayne*, special assistant; *Michael Klosson*, special assistant; *Joyce Nesmith*, administrative assistant to the Secretary; *Elizabeth M. Gaston*, administrative assistant; *Lynda Dunn*, administrative assistant to Mr. Seitz; *Nadine Bonnie Roberts* and *Rachelle Dionne*, secretaries; and *John R. Crawley* and *Randolph Randàll*, clerks.

Arms control appointment

President Reagan has nominated Henry F. Cooper Jr., of Virginia, to be an assistant director (Bureau of Strategic Programs), Arms Control and Disarmament Agency. Mr. Cooper has been serving as deputy for the strategic and space systems, Office of the Assistant Secretary of the Air Force for Research, Development and Logistics, since 1979. ☐

Reagan announces choices for 5 more ambassadorships

Mr. Maino

Mr. Rondon

Mr. Hewitt

President Reagan, as of late August, had announced his intention to nominate five more ambassadors. The nominations would require Senate confirmation. The five, in alphabetical order by posts, are:

—Botswana—Theodore C. Maino, president of Maino Construction Co., Inc., San Luis Obispo, Calif., to succeed Horace C. Dawson Jr.

—Comoros—Fernando E. Rondon, ambassador to Madagascar, to serve concurrently in the Comoros post, which has been vacant.

—Jamaica—William Alexander Hewitt, chairman and chief executive officer, Deere & Co., Moline, Ill., to replace Loren E. Lawrence.

—Malta—James Malone Rentschler, a senior staff member of the National Security Council, to fill the vacant post in Valletta.

—Zambia—Nicholas Platt, deputy assistant secretary for international organization affairs, to succeed Frank G. Wisner II.

Following are biographical sketches of the persons chosen by the administration.

* * *

Botswana

Theodore C. Maino held positions with the Maino Construction Co. since 1935. They included construction supervisor, 1935–43; vice president and general superintendent, 1946–54; and president since 1954. He also was the owner of Maino Properties Commercial Rentals, 1954–81. He served as director of the Central Savings and Loan Association, 1946–67; president of the San Luis Obispo Savings and Loan Association, 1967–75; and chairman of the board, Swift Aire Lines, Inc., 1969–80. He was foreman of the San Luis Obispo County grand jury, 1961–62, and member and later president (1973–74) of the San Luis Obispo unified school district board. He is a member of the Boy Scouts of America, Rotary International, Mzuri Safari Club, Mzuri Safari Foundation and Shikar Safari International.

Mr. Maino was born in San Luis Obispo on October 23, 1913, and received a bachelor-of-science in civil engineering from the University of Santa Clara in 1935. From 1943 to 1946 he was in the naval reserve, retiring with the rank of lieutenant commander. Mr. Maino is married to the former Rosemary Wilson; they have two sons and two daughters.

* * *

Comoros

Fernando E. Rondon was appointed a career member of the Senior Foreign Service, class of counselor, last year. Joining the Service in 1961, he has served as vice consul in Tehran, 1962–64; at the Foreign Service Institute, taking French language training, 1964–65, then Arabic language training, at Tangier, 1965–66; and principal officer in Constantine, Algeria, 1966–67. He was consular officer, Algiers, 1967–68, and political officer in Antananarivo, Madagascar, 1968–70.

Returning to Washington in 1970, he was detailed to the National Security Council at the White House. From 1973 to 1975, Mr. Rondon was political officer in Lima, Peru. Then followed a year's study at the National War College, 1975–76. He returned to the Department as alternate director of the Office of East Coast Affairs in the Bureau of Inter-American Affairs. He was deputy chief of mission in Tegucigalpa, Honduras, 1978–80. He then was appointed ambassador to Madagascar.

Mr. Rondon was born in Los Angeles on May 6, 1936, and received a bachelor-of-science from the University of California at Berkeley in 1960. He is a member of the American Foreign Service Association, National War College Alumni Association, Rova Country Club of Antananarivo, National Geographic Society, National Wildlife Society and Flora and Fauna Society. He won the Department's Meritorious Honor Award in 1974 and its Superior Honor Award in 1980. His languages are Spanish, French, Arabic and Persian. Mr. Rondon is married to the former Marian Hand; they have two sons and a daughter.

* * *

Jamaica

William Alexander Hewitt has held positions with Deere & Co. since 1954—as executive vice president, 1954–55; president and chief executive officer, 1955–64; and chairman and chief executive officer, since 1964. Before joining the company, he was with the John Deere Plow Co. in San Francisco, serving as territory manager, 1948–50, and general manager, 1950–54.

During his earlier career he was with the accounting department of Standard Oil of California, in San Francisco, 1938–39. He then moved to the accounting department of the Texas Co. in that city, serving until 1940. He was a copywriter with Roos Bros., in San Francisco, 1940–42, and advertising and sales manager, the Pacific Tractor & Implement Co., in Richmond, Calif., 1946–48.

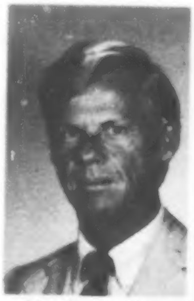
Mr. Hewitt was a member of the special committee on U.S. trade relations with East European countries and the Soviet Union, 1965. He has served on the National Advisory Commission on Food and Fiber, 1965–67; the Presidential Task Force on International Development, 1969; the National Council on the Humanities, 1975–80; and the President's Commission for a National Agenda for the Eighties, 1980–81. He was the incorporator for the National Corporation for Housing Partnerships, 1968.

Mr. Hewitt was born in San Francisco on August 9, 1914. He received a bachelor's from the University of California at Berkeley, in 1937, and attended the Harvard Graduate School of Business Administration, 1937–38. He has won many awards, including the Agricultural Merit Order, with the rank of commander, first-class, from the government of Spain, 1970; and the Order of Agricultural Merit, with the rank of officer, from the government of France, 1973. He was named laureate of the Lincoln Academy of Illinois, 1979. During World War II he served in the Naval Reserve with the rank of lieutenant commander.

He is a member of the American Institute of Architects, American Society of Agricultural Engineers, International Council of the Asia Society, Atlantic Institute for International Affairs, the Business Council, Business Committee for the Arts, the Business Roundtable, the Chase Manhattan Bank International Advisory Committee and the Committee for Economic Development.

He also is a member of the Council of the Americas, Council on Foreign Relations, Emergency Committee for American Trade, the Museum of Modern Art, the National Associates Board of the Smithsonian Institution, U.S.-USSR Trade and Economic Council, and the Wilson Council of the Woodrow Wilson International Center for Scholars.

Mr. Hewitt is married to the former Patricia Wiman; they have a son and two daughters.


Mr. Rentschler

Mr. Platt

* * *

Malta

James Malone Rentschler is a career member of the Senior Foreign Service, class of minister-counselor. A former Foreign Service information officer, he held many positions with USIA and its successor, ICA—including senior Foreign Service inspector in the agency, 1975–76, and counselor of embassy for public affairs in Rabat, Morocco, 1976–78. He became a senior staff member of the National Security Council in the latter year.

Mr. Rentschler was assistant cultural attaché at Sao Paulo and Rio de Janeiro, 1959–61, and became branch public affairs officer in Fez, Morocco, serving until 1964. He then was assigned as public affairs officer in Ouagadougou, Upper Volta. From 1965 to 1966 he took studies at the Johns Hopkins European Center in Bologna, Italy. The following year he was press attaché and acting public affairs counselor for the U.S. mission to NATO, in Paris and Brussels. Then followed assignments as deputy cultural attaché, Paris, 1969–71, and counselor of embassy for press and cultural affairs, Bucharest, 1971–74. From 1974 to 1975 he was a member of the executive seminar in national and foreign affairs.

Mr. Rentschler was born in Rochester, Minn., on October 16, 1933. He received a certificate from the University of Paris, 1954; a bachelor's from Yale, 1955; and a master's from Johns Hopkins, 1966. From 1955 to 1958 he served with the Army Security Agency. He then became a mortgage and title examiner with Berks Title Association, Reading, Pa., before joining USIA. He won ICA's Meritorious Honor Award in 1967. Mr. Rentschler is the author of many articles on foreign affairs, and has written short fiction. He is fluent in French, Portuguese, Italian and Romanian. He is married to the former Mary Baker; they have two sons.

* * *

Zambia

Nicholas Platt, a minister-counselor in the Senior Foreign Service, was deputy assistant secretary of defense for international security affairs, 1980–81, before he was assigned to the Bureau of International Organization Affairs at State. From 1978 to 1980 he was a staff member of the National Security Council at the White House.

Mr. Platt joined the Foreign Service in 1959 and was assigned as a consular officer in Windsor, Canada. He later took Chinese language training at the Foreign Service Institute, 1962–63, and at Taichung, 1963–64. Following his studies, he became a political officer in Hong Kong. Mr. Platt returned to Washington in 1968 to become China desk officer. From 1969 to 1971 he was chief of the Asian Communist Areas Division, Bureau of Intelligence and Research.

Mr. Platt was assigned as deputy director, then director, of the Department's Executive Secretariat, serving until 1973. He became chief of the political section in Beijing (formerly Peking), China, later that year. In recent years he held assignments as deputy chief of the political section, Tokyo, 1974–77, and director for Japanese affairs, Bureau of East Asian and Pacific Affairs, 1977–78.

Mr. Platt was born in New York

on March 10, 1936. He received a bachelor's from Harvard in 1957, and a master's from the Johns Hopkins School of Advanced International Studies in 1959. His languages are Chinese (Mandarin), German, French and Japanese. Before joining the Foreign Service, he was a research assistant at the Washington Center for Foreign Policy Research.

Mr. Platt was a State Department nominee for the Government-wide William A. Jump Award for "outstanding achievement" in 1973. He received the Department of Defense Distinguished Civilian Service Medal in 1981. He is a member of the New York Council on Foreign Relations. Mr. Platt is married to the former Sheila Maynard; they have three sons. ☐

Ambassadorship for oceans deputy

President Reagan has nominated Theodore George Kronmiller, deputy assistant secretary for oceans and fisheries affairs, for the rank of ambassador. Before joining the oceans bureau last year, Mr. Kronmiller was counsel for the House subcommittees on oceanography, 1978–79, and fisheries and wildlife conservation and the environment, 1979–80.

Mr. Kronmiller

He also held assignments as attorney-adviser, Department of Commerce Appeals Board, 1974–75; attorney-adviser, National Oceanic and Atmospheric Administration, 1975–76; consultant to that agency's Maritime Minerals Division, 1976–77, and the agency's counsel for international law, 1977–78. He was deputy head of the Commerce Department contingent on the U.S. delegation to the third law of the sea conference, 1975–76.

Mr. Kronmiller was born in York, Pa., on February 12, 1948. He received a bachelor's from Duke in 1970, and a doctorate from the University of Virginia law school in 1973. From 1970 to 1979 he was a lieutenant in the Naval Reserve. He is the author of the three-volume "The Lawfulness of Deep Seabed Mining." He has written many articles. He is a member of the Virginia and District of Columbia bar associations. He is married to the former Linda Solomon; they have a son and a daughter. ☐

People at State

Jayne H. Plank is director for intergovernmental liaison in the Bureau of Public Affairs ... **Robert M. Smalley** is the new deputy assistant secretary in that bureau ... Senior Foreign Service officer **Charles S. Kennedy Jr.** has been assigned as the Department's liaison officer to the Immigration and Naturalization Service's central office ... **Alan Lukens** is director of analysis for western Europe, Bureau of Intelligence and Research . . .

New executive directors in the bureaus include **Brenda Saunders Sprague,** Bureau of Politico-Military Affairs; **David E. L'Heureux,** Bureau of Intelligence and Research; and **Harvey A. Buffalo Jr.,** Bureau of African Affairs ... President Reagan accorded the personal rank of ambassador to **John W. McDonald Jr.,** senior adviser and special negotiator in the Bureau of International Organization Affairs, in his capacity as vice chairman of the U.S. delegation to the UN World Assembly on Aging, in Vienna ... The President also accorded that rank to **James M. Beggs,** in his capacity as U.S. representative to the Second UN Conference on the Exploration and Peaceful Uses of Outer Space, also in Vienna ...

Michael E. Gardner has been appointed chairman of the U.S. delegation to the plenipotentiary conference of the International Telecommunications Union, to be held in Nairobi, Kenya, September 28–November 5. **Don De Haven,** special assistant in the Office of the Coordinator for International Communications and Information Policy, is assisting Mr. Gardner in the preparatory work for the conference ...

The Bureau of Near Eastern and South Asian Affairs has made several staff changes. **Peter Sebastian** is director of the Office of Morocco, Algeria, Tunisia and Libya Affairs; **David Mack** is director, Office of Iraq, Jordan, Lebanon and Syria Affairs; **A. Elizabeth Jones** is deputy director of that office; **Brooks Wrampelmeier** is deputy director, Office of Arabian Peninsula Affairs; **Wingate Lloyd** is director, Office of Egyptian Affairs; **Kenneth C. Brill** is deputy director; **Victor Tomseth** is director, Office of India, Nepal, Sri Lanka, Maldive Island and Bhutan Affairs; **Harmon Kirby** is director, Office of Pakistan, Afghanistan and Bangladesh Affairs; **Gary Posz** is deputy director of that office.

Minister rank for Poats

Rutherford M. Poats, chairman of the Development Assistance Committee at the Organization for Economic Cooperation and Development, Paris, has been accorded the rank of U.S. minister during the tenure of his service. A former newsman, he has served in the Department and was a staff member of the National Security Council before going to Paris. ☐

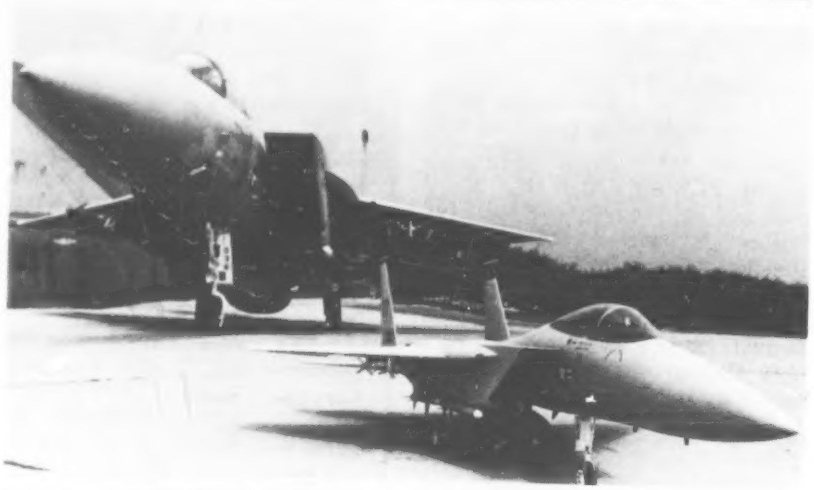
Broadcasting to Cuba

President Reagan has announced his intention to appoint Patrick E. O'Donnell, a partner in the Washington law firm of O'Connor & Hannan, as a member of the Presidential Commission on Broadcasting to Cuba. ■

Your Colleagues

'Flying American' with John Dorrance

(The planes belong to him)



The F-15, left, and Mr. Dorrance's scale model, right. ***(Photo by Captain Victor J. Andrijauskas, U.S. Air Force)***

Mr. Dorrance **with one of his earlier models and the control mechanism for flying the planes.** ***(Photo by Donna Gigliotti)***

JOHN DORRANCE, director of the Office of Australia and New Zealand Affairs, is the proud creator of a 17-pound airplane. Completed after 400 hours of labor that lasted over seven months, the craft bears a strong resemblance to an F-15 fighter plane. It should—it's a 1/10 scale model replica of the F-15, made of fiberglass, balsa and plywood. Powered by two small fan jet engines, it has been flown at over 100 miles per hour.

"Building precision scale model airplanes had been my hobby since I was 12 years old," says Mr. Dorrance, a Foreign Service officer. Since then, he has built about 100 planes which are flown by remote-control radio equipment. The most sophisticated are highly detailed—down to the last instrument, lever and switch in the cockpit. All the basic functions of the real aircraft—engine power, ailerons, elevators, rudder, flaps and retracting landing gear—are operated by radio. "I only have two at home in flying condition now, though," he says. "The rest have either been sold, given away or have crashed—which always provides me a good excuse to start another one."

While serving in Germany, 1979–81, as political adviser to the commander-in-chief of the U.S. air forces in Europe, Mr. Dorrance became fascinated with F-15 fighter planes. "Seeing them fly every day, and getting to know the people who fly them, made me want to build one—the most complex model I've attempted," he says of the plane which had its first successful flight in July last year. Then, in December, Mr. Dorrance presented the plane to the U.S. Air Force in Europe and the 36th Tactical Fighter Wing, where it's now on display at the headquarters building in Bitburg, Germany.

Mr. Dorrance says he's most intrigued by the engineering aspects of his hobby. "After I build a plane and prove it can fly, I lose interest and want to build another," he explains. But he also thinks of his hobby as a good way to escape daily pressures. "When I have problems, my way to forget them is to work with my hands. It's a good way to relax," he says.

His career in the Foreign Service, which began in 1956, has made his hobby more difficult at times. "In many places, it's hard to get the specialized supplies needed and to find flying sites," he says. "It's also difficult, or even illegal in some places, to use the radio equipment needed to fly them. But on the other hand, the Foreign Service has given me access to people in other countries who share my hobby. I've always joined local groups in countries where the sport is popular—as in Jamaica, Germany and Australia. They all have associations of people who build model aircraft."

Mr. Dorrance served as deputy chief of mission in Kingston, Jamaica, 1975–78, and as political officer in Canberra, Australia, 1966–70. Before his assignment this year to the Office of Australia and New Zealand Affairs, he served as an inspector in the Office of the Inspector General of the Foreign Service.

Besides an F-4 plane, in the planning stages, Mr. Dorrance is also working on a second F-15, which he expects to complete this fall.

—DONNA GIGLIOTTI ☐

Ernest Kroll, retiree, is the bard from Foggy Bottom

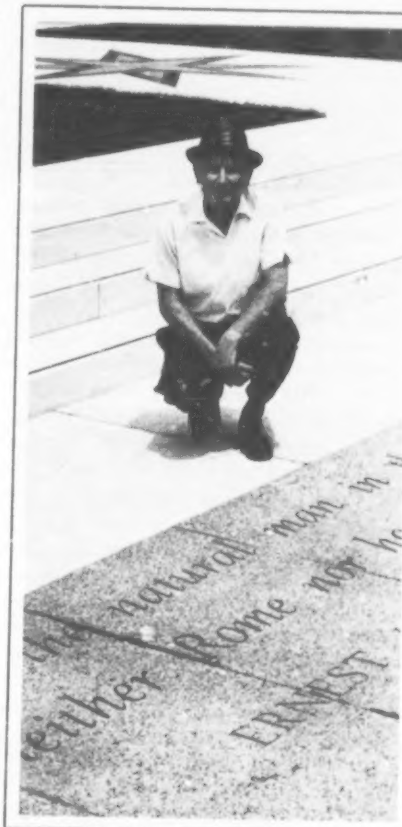
His verse is enshrined in Western Plaza

ERNEST (ERNIE) KROLL, a retired Department employee, has attained the goal that has eluded many writers: his words have been cast in stone. For more than 25 years he served State as a Japanese affairs specialist, intelligence research officer and public affairs officer, retiring in May 1971. After hours, he indulged in his hobby—writing poetry.

That hobby, he says, paid off. A two-line inscription from one of his poems, "Washington, D.C.," has been chiseled in granite—in foot-high letters—in the new Western Plaza between 13th and 14th Streets N.W., which is being developed by the Pennsylvania Avenue Development Corporation. The poem is in his book, "Cape Horn and Other Poems" (E.P. Dutton, New York, 1952), and the lines read:

How shall you act the natural man in this
Invented city, neither Rome nor home?

Mr. Kroll is the only living author among the 39 historical, political and literary figures represented. His "colleagues" include George Washington, Thomas Jefferson, John Adams, James Fenimore Cooper, Charles Dickens, Ralph Waldo Emerson, Daniel Webster, Walt Whitman, Abraham Lincoln, Mark Twain, Frederick Douglass, Henry Adams, Mary Clemmer Ames, Henry James, Alexander Graham Bell, Paul Laurence Dunbar, Woodrow Wilson, Herbert Hoover, Bruce Catton, John F. Kennedy and Martin Luther King Jr. All have written about the nation's capital.



Washington, D.C.

(Reprinted with permission)

Hearing the twang among the porticoes
Where one expected only noble Romans,
You turn and keep a mild surprise, seeing
The public man descend the marble stairs,
Yourself, but for the grace of God, in the blue day
Among the floating domes. He disappears,
A little heady in that atmosphere,
Trailing the air of power, a solemn figure
Quick in the abstract landscape of the state.
His passage leaves you baffled in the void,
Looking out between two columns. The sun
Burns in the silence of the white facades.
How shall you act the natural man in this
Invented city, neither Rome nor home?

—ERNEST KROLL

Ernie Kroll* on Washington's Western Plaza. *(Photo by Donna Gigliotti)

Through an apparent slip-up, Mr. Kroll was not invited to the dedication ceremonies. Evidently, he says, he was thought to be dead. He finally learned about his "small step toward immortality" from a friend at a party. After going downtown to view the inscription, Mr. Kroll wrote to Florence C. Ladd, dean of students at Wellesley College. She had proposed the design for the plaza, including the "inscription of quotations about the city of Washington."

In her reply, Ms. Ladd noted that the search for suitable quotations had led to "a review of political history, social history, folklore and oral history, architectural history, travel literature, planning for sociological and anthropological works, fiction, poetry, lyricals, periodicals and the popular press." In all, some 500 quotations were reviewed. Then the number was cut down. The final review was made by a subcommittee of the development corporation.

Ms. Ladd added: "It is my hope that your poetry on the Western Plaza and the words of other literary figures represented on the plaza will remind visitors that men and women of letters, also, have made important contributions to the history of Washington. The city and the nation are honored by your poetry."

Mr. Kroll has written five books of poetry. His work has appeared in 50 magazines and in several anthologies. He has been interviewed on public radio. "But making the plaza tops it all," he says.

—BARNETT B. LESTER ■

State announces precepts for '82 selection boards

Precepts for the 1982 Foreign Service selection boards have been announced by the Department. This year's precepts, embodied in a collective bargaining agreement with the American Foreign Service Association and approved by Under Secretary Richard T. Kennedy, include several changes over 1981:

—The format has been reorganized to bring together all the criteria for promotion in a single document—separate from the statement on organization, eligibility requirements and procedural rules. This consolidating of the qualitative criteria for promotion is intended to help members of the Service become familiar with the considerations, and consider them in their career planning.

—The eligibility rules and criteria for promotion to the class of career minister have been revised. Under the new Foreign Service Act, the class of career minister is now a regular class in the Senior Foreign Service, open to personnel of all foreign affairs agencies. Accordingly, the 1982 precepts provide that all career and career-candidate Senior Foreign Service members of the Department who are in the class of minister-counselor, with the required time in grade, may be considered for promotion to career minister. But the criteria for promotion have been strengthened "to assure that boards recommend only members who have demonstrated that they can carry out the broadest and most demanding responsibilities at the senior levels of the Service."

—Boards are no longer required to designate the lowest 5% of members in each category of the Foreign Service as "low ranking." Instead, while boards must identify and rank-order the least competitive employees in each group, it will be entirely up to them to determine at what point, if at all, such employees will be designated "low ranking" and advised of their ranking.

—The boards again have been instructed to identify rating or reviewing officers who "merit commendation or criticism" for the quality of their reports. This year, the boards are admonished to take special care to identify reports with ratings that are not adequately substantiated in the narrative, or with comments on areas in need of improvement that are "superficial or absent."

—Since some security officers have not had the opportunity to serve abroad because of "position limitations," the boards are directed to ensure that no security officer is disadvantaged because of the lack of rated overseas experience.

—The boards have been authorized, on an exceptional basis, to consider employees in Foreign Service grades FS–5 and below who are eligible for promotion consideration but who have not been in their present class long enough to meet the one-year eligibility rule. These employees will be reviewed separately by the appropriate selection board. The boards may recommend waiver of time-in-class for "especially outstanding performance," and may consider the employee for promotion or recommend a meritorious within-grade pay increase.

Unlike 1981, procedures for award of "performance pay" for members of the Senior Foreign Service were not included in the precepts. A separate procedure, not involving the promotion boards, is to be negotiated with the American Foreign Service Association. ☐

Membership roster: '82 selection boards

Here are the members of the 1982 selection boards:

Boards convening July 13

Board SFS–II

(To review generalists and specialists in Class FE–MC):

Chairman

Ambassador Richard D. Vine (FE–CM), Bureau for Refugee Programs

State members

Ambassador Lawrence Pezzullo (FE–CM), University of Georgia

Ambassador Rozanne L. Ridgway (FE–CM), special assistant to the Secretary

Public member

Jose Antonio Font, executive director/economic counsel, Greater Washington Ibero-American Chamber of Commerce, Washington, D.C.

Board SFS–III

(To review generalists in Class FE–OC):

Chairman

Ambassador Loren E. Lawrence (FA–MC), Embassy Kingston

State members

Betty Jane Jones (FE–MC), Arms Control and Disarmament Agency

Ambassador William B. Jones (FE–MC), Bureau of Intelligence and Research

Gerald Rosen (FE–MC), Bureau of Inter-American Affairs

Paul Sadler (FE–MC), Embassy Manila

Other agency member

Raymond A. Warren, Central Intelligence Agency representative on faculty of National War College

Public member

Gabriele Lusser Rico, professor, San Jose University, San Jose, Calif.

Board SFS–IV

(To review senior specialists in Classes FE–OC and FS–1):

Chairwoman

Ambassador M. Virginia Schafer (FE–MC), Embassy Port Moresby

State members

Terrell E. Arnold (FE–MC), National War College, Fort McNair

Justin L. Bloom (FE–MC), Embassy London

Dr. Jerome M. Korcak (FE–MC), Department medical director

Ambassador George M. Lane (FE–MC), Department

Public member

Wesley S. Williams Jr., partner, law firm of Covington & Burling, Washington, D.C.

Board SFS–V (senior threshold)

(To review generalists in Class FS–1):

Chairman

Ambassador Frederic L. Chapin (FA–MC), Embassy Guatemala

State members

Merle E. 'Arp (FE–OC), Bureau of Consular Affairs, Executive Office

Robert W. Moore (FE–MC), Consulate General Vancouver

Richard H. Morefield (FE–OC), Executive Seminar, Foreign Service Institute

John A. Murtha (FE–OC), Office of Protocol

Other agency members

Harold L. Davey, Foreign Service coordinator,

At swearing-in ceremonies for selection board members, July 13. Those whose full faces show are, from left: ***Virgilio G. Roel, Raymond A. Warren, Loren E. Lawrence, Terrell E. Arnold, Gerald Rosen*** **(holding paper),** ***Gabriele Rico*** **(behind Mr. Rosen),** ***William B. Jones, Robert E. Granick, John A. Anderegg*** **(representing the equal employment opportunity office),** ***John A. Murtha, Paul Sadler, Robert E. Ezelle*** **(far right).** ***(Photo by David M. Humphrey, Visual Services)***

Bureau of International Labor Affairs, Department of Labor

Donald W. Fry, District office director, Phoenix, Department of Commerce

Public member

Valerie Pinson, consultant, Washington, DC

Board G–II (Panel A)

(To review political/administrative generalists in Class FS–2)

Chairman

Dennis H. Kux (FE–MC), Bureau of Intelligence and Research, Office of Intelligence Coordination

State members

Charles F. Brown (FS–1), Embassy Manila

Genta A. Hawkins (FS–1), Board of Examiners for the Foreign Service

F. Coleman Parrott (FS–1), Embassy London

Other agency member

Roger Whyte, special assistant to the deputy under secretary for international labor affairs, Department of Labor

Public member

Virgilio G. Roel, attorney-consultant, Pan American Services Management Corp., Arlington, Va.

Board G–II (Panel B)

(To review economic/consular generalists in Class FS–2):

Chairman

Robert E. Ezelle (FE–OC), Consulate General Tijuana

State members

Dorothy J. Black (FS–1), Office of Management Operations

Robert E. Granick (RU–02), Office of Inspector General

Jerome L. Hoganson (FS–1), Bureau for Refugee Programs

Other agency member

Herbert A. Cochran, commercial officer, Consulate General Osaka-Kobe, Department of Commerce

Public member

Georgia Persons, management consultant, Washington, DC

Board G–III (Panel A)

(To review political/administrative generalists in Class FS–3)

Chairman

Robert R. Blackburn (FE–MC), Embassy Rome

State members

Marshall L. Casse III (FS–1), Office of Under Secretary for Economic Affairs

Bruce N. Gray (FS–2), Office of International Conferences

James E. Thyden (FS–2), Bureau of Intelligence and Research, Office of Analysis for Western Europe

Other agency member

William Deutermann, program analyst, Office of International Organizations and Technical Assistance, Bureau of International Labor Affairs, Department of Labor

Public member

Stella Palacios Carreon, school psychologist, San Antonio Independent School District, San Antonio, Tex.

Board G–III (Panel B)

(To review economic/consular generalists in Class FS–3):

Chairman

Vernon D. Penner (FE–OC), Consulate General Frankfurt

State members

Edwin L. Brawn (FS–2), Office of the Legal Adviser

Lange Schermerhorn (FS–1), National War College, Fort McNair

James H. Yellin (FS–2), Bureau of Intelligence and Research, Office of Politico-Military Analysis

Other agency member

David Katz, acting senior desk officer, Central Europe, Department of Commerce

Public member

Freddye Petett, executive director, Urban League, Portland, Ore.

Board G–IV

(To review tenured generalists in Class FS–4)

Chairman

Ambassador John R. Countryman (FA–OC), Embassy Muscat

State members

Michael J. Adams (FS–2), Office of Foreign Buildings, East Asia and South Pacific Division

James W. Eighmie (FS–2), Embassy Damascus

Michael L. Hancock (FS–2), Bureau of Consular Affairs, Executive Office

Other agency member

William Riddell, East Asia desk officer, ICA

Public member

Joyce Payne, president, Global Systems, Inc., management consulting firm, and member of board of directors of the University of the District of Columbia

Boards convening August 24

Board S–I

(To review specialists in Classes FS–2–4 and employees in the administrative subfunctions in Classes FP–2 and FP–3 and in Class FP–4 not subject to tenure review)

Chairman

Perry W. Linder (FE–OC), Foreign Service Institute

State members

Claudette L. Dietz (FS–2), Office of Medical Services

G. Rosalind Marks (FS–1), Embassy Guatemala

Donald E. Mudd (FS–1), Bureau of Consular Affairs, Visa Office

Marvin L. Wolfe (FS–1), Embassy Belgrade

Public member

Dr. Ruth W. Camacho, physician, management consultant, Bethesda, Md.

Board S–II

(To review security officers and security engineering officers in Classes FS–2–4):

Chairman
Roger H. Robinson (FE–OC), Embassy Panama

State members
Arthur B. Corte (FS–1), Pearson assignment, Boston
Warren P. Nixon (FS–1), Bureau of Administration, Office of Supply, Transportation and Procurement
John C. Wolf (FS–1), Office of Security, Technical Services Division

Public member
Joyce P. Mallory, vice president and management consultant, E, Inc., Milwaukee

Board S–III

(To review communications officers, communications electronics officers and diplomatic couriers in Classes FS–2–4):

Chairman
William V. Calihan (FE–OC), National War College, Fort McNair

State members
Philip A. King (FS–1), Southern Africa Affairs
John L. Turner (FS–1), Office of Communications, Communications Center
Alfred J. Verrier (FS–1), Diplomatic Pouch and Courier Division

Public member
Althea Ginn, computer engineer, Bell Laboratories, Piscataway, N.J.

Board S–IV

(To review communications officers and diplomatic couriers in Classes FS–5–7):

Chairwoman
Jean A. Gilbertson (FS–1), Office of Communications

State members
William E. Bischoff (FS–2), Regional Communications Program Office, Inter-American Affairs
Helene F. O'Shaughnessy (FS–3), Consulate Poznan
Don C. Pierson (FS–3), Office of Recruitment, Examination and Employment

Public member
Edward A. Grunberg, retired manager of RCA Global Communications, Bethesda, Md.

Board S–V

(To review secretaries in Classes FS–3–6):

Chairman
J. Brayton Redecker (FE–OC), Embassy Madrid

State members
Gina E. Barile (FS–4), Bureau of European Affairs
Gwen Petitjean (FS–3), Egyptian Affairs
Joseph M. Segars (FS–2), Southern Africa Affairs

Public member
Jan Carol Huthart, director of Forum III, World Council of Philadelphia, Philadelphia, Pa.

Eric Svendsen, with Marilyn Ann Zak. (Photo by David M. Humphrey, Visual Services)

Board S–VI

(To review secretaries in Classes FS–7–8):

Chairman
Richard H. Williams (FE–OC), Board of Examiners for the Foreign Service

State members
Dorothy J. Hecht (FS–5), Bureau of Oceans and International Environmental and Scientific Affairs
Susan W. Hopper (FS–5), Bureau of Politico-Military Affairs
Wayne K. Logsdon (FS–3), Foreign Service Institute

Public member
Jacquelyn Y. Madry-Taylor, dean for instructional services, Northern Virginia Community College, Annandale, Va. □

Svendsen and Zak win Open Forum election

Eric E. Svendsen, until recently a labor-political officer in Dakar, has been elected chairman of the Secretary's Open Forum. He will serve for one year in the full-time position, which is attached administratively to the Policy Planning Staff.

Winner in the balloting for vice chairman—an extracurricular post—was Marilyn Ann Zak, an AID officer charged with human rights and refugee affairs in the Office of Policy Development and Program Review.

"The Open Forum offers a unique channel for foreign affair professionals in Government to express their views, free of normal bureaucratic constraints," Mr. Svendsen said in reviewing his plans for the coming year. "By discussing and even challenging the foundations of existing policy, the forum can make a substantive contribution to strengthening and perhaps shaping that policy. The forum has worked best when focused on those issues which for whatever reasons deserve fresh attention."

Mr. Svendsen said he intends to encourage wider participation in Open Forum activities during the coming year. He welcomed program ideas and asked that anyone interested in participating in the work of the forum contact him at Room 7419 or by telephone, extension 28790. Both he and Ms. Zak emphasized that Open Forum membership is open to all employees of State, AID, ICA and the Arms Control and Disarmament Agency.

Mr. Svendsen is a graduate of Carleton College and holds a master's in business from Columbia. He served as a Peace Corps volunteer in Iran and as an executive assistant at the Mattatuck Bank of Waterbury, Conn., before joining the Foreign Service in 1971. He has served in, besides Dakar, Monrovia, Sofia, the Office of West African Affairs and the Office of UN

Political Affairs.

Ms. Zak has a bachelor's and master's in international business from the University of Washington in Seattle. She joined the Foreign Service in 1966 and has had assignments in Indonesia and Paraguay. In Washington she has served as a foreign assistance inspector, and has served details in the Departments of State and Energy. Prior to entering Government service, she was a portfolio analyst for Dean Witter & Co., San Francisco. □

Officer guilty in theft case; he resigns

An assistant general services officer has been convicted by a federal jury of stealing U.S. Government property while he was assigned to an African post. He has resigned from the Foreign Service. He was fined $3,000, given a suspended five-year prison sentence, put on supervised probation for five years and ordered to perform 400 hours of community service.

The case involved tools belonging to the Government. It resulted from information that was brought to the attention of the inspector general at State, who launched an investigation with the Department's Office of Security. This led to indictments of the general services officer at the post, as well as the assistant.

The indictments charged the former with conflict of interest and falsifying, concealing and covering up a material fact in connection with the lease of certain property in which he allegedly had a financial interest; theft and conversion of U.S. property; and aiding and abetting in theft and conversion.

The general services officer retired at the post and has refused to return to the United States to face trial. His passport has been revoked, a warrant for his arrest has been issued, and attempts are being made to have him returned to the United States for trial.

His assistant, also charged with theft and conversion and the aiding and abetting counts, maintained at his trial that he had merely borrowed the tools to repair his car. He also maintained, failing to convince the jury, that the tools had been packed "inadvertently" with other personal property when he transferred from the African post to another post. □

INSPECTOR GENERAL'S OFFICE—Inspector general *Robert L. Brown*, right, presents Meritorious Honor Award and $750 in cash to inspector/investigator *John J. Drotos* for his contributions in establishing the Office of Investigations.

New Board of Foreign Service holds 1st meeting

The new Board of the Foreign Service, recently established by executive order pursuant to the Foreign Service Act of 1980, held its first meeting on July 1 under the chairmanship of then-Acting Secretary Walter J. Stoessel Jr. The board has 16 members representing nine Government agencies, including four State members (all in the Senior Foreign Service) and two members (one of whom must be in the Senior Foreign Service) from each of the other agencies covered by the Act (ICA, the International Development Cooperation Agency (IDCA), Agriculture and Commerce).

The Board is charged with helping to assist in preserving, strengthening and improving the career Foreign Service, and to promote compatibility among U.S. agencies operating overseas. The board makes recommendations to the Secretary of State, but it may also advise the heads of the other agencies from time to time.

Members of the board, with their alternates in parentheses, are:

State: Mr. Stoessel, chairman; Joan M. Clark, vice chairman (Andrew L. Steigman); Lawrence S. Eagleburger (Stephen W. Bosworth); Diego C. Asencio (Robert Fritts).

ICA: James T. Hackett; John W. Shirley (Terrence F. Catherman). *IDCA:* Tom Rollins Jr. (William A. Sigler); Frank Kimball (Frederick W. Schieck). *Agriculture:* Seeley Lodwick (Larry F. Thomasson and Richard Welton); Richard A. Smith (Louis G. Davis and Patricia P. Madison). *Commerce:* Richard L. McElheny (Kenn S. George); Joseph F. Christiano (Calvin C. Berlin). *Labor:* Robert W. Searby (James F. Taylor). *Office of Personnel Management:* Joseph A. Morris (George Woloshyn and Reginald M. Jones Jr.). *Office of Management and Budget:* William Schneider Jr. (Philip A. DuSault and James F. Barie). *Equal Employment Opportunity Commission:* Clarence Thomas.

Executive secretary of the board is Walter M. McClelland. A Department Notice of July 1 advised that his office had been transferred from the Office of the Under Secretary for Political Affairs to the Office of the Deputy Secretary. ■

Honors and Awards

135 in Senior Foreign Service are named for 11% to 20% performance pay awards

One hundred thirty-five members of the Senior Foreign Service have been named to receive Department of State performance pay awards ranging from 11% to 20% of base salary. The awards, for outstanding performance in the 12 months that ended April 15, 1981, are the first to be given under authority of the new Foreign Service Act. They parallel awards granted to members of the Senior Executive Service under the 1978 Civil Service Reform Act. Both the total amount of money to be paid out, and the number of individual awards, are the maximums permitted by law and U.S. Office of Personnel Management regulations.

The performance pay for outstanding officers is in lieu of across-the-board within-grade pay increases at senior levels. The recipients were selected in a two-stage competition: first, the 1981 selection boards identified for consideration for the awards the men and women they considered to be in the top 40% of each pay class; then the 1981 Performance Pay Board convened last September and rank-ordered the top performers within the group of nominees. The award nominations were prorated between generalists and specialists, with each group getting a share reflecting its proportionate numbers in the Senior Foreign Service. The awards were conferred as follows:

Award	**Generalists**	**Specialists**	**Total**
20%	6	1	7
19%	6	1	7
16%	18	2	20
11%	92	9	101
Total	**122**	**13**	**135**

The 135 recipients are:

Abramowitz, Morton
Asencio, Diego C.
Atherton Jr., Alfred
Baker, John H.
Barbour, Robert E.
Barry, Robert L.
Basora, Adrian A.
Beahler, John L.
Beyer, Gordon R.
Blacken, John D.
Blackwill, Robert D.
Blood, Archer K.
Bloom, Justin L.
Boehm, Richard W.
Borg, Parker W.
Bray III, Charles W.
Bremer III, L. Paul
Brown, William A.
Buffalo Jr., Harvey A.
Bushnell, John A.
Cheek, James R.
Constable, Peter D.
Cook Jr., Philip R.
Coon, Jane A.
Corr, Edwin G.
Countryman, John R.
Creekmore Jr., Marion V.
Crigler, Trustea F.
Dean, John Gunther
Dickman, Francois M.
Dion, Jerrold M.
Draper, Morris
Eagleburger, Lawrence S.
Eaton, Samuel D.
Edmondson, William
Eggertsen, Paul F.
Ewing, Raymond C.
Ferch, John A.
Fields, David C.
Flowerree, Charles C.
Freeman Jr., Charles
Friedman, Abraham
Fritts, Robert E.
Fulgham, Frank M.
German, Robert K.
Gleysteen, Dirk
Goelz, Louis P.
Goodby, James E.
Hare, Paul J.
Harrop, William C.
Hartman, Arthur A.
Helman, Gerald B.
Hill, M. Charles
Hollingsworth Jr., Hugh B.
Holmes, Henry A.
Hummel Jr., Arthur
Johnston Jr., Ernest B.
Kamman, Curtis W.
Keeley, Robert V.
Kemp, Katherine L.
Kennedy Jr., Charles
King Jr., Barrington
Korcak, Jerome M.
Kreisberg, Paul H.
Krys, Sheldon J.
Laingen, Lowell B.
Landau, George W.
Lawrence, Loren E.
Lowman, Shepard C.
Maestrone, Frank E.
Matlock Jr., Jack F.
McCloskey, Robert J.
McLendon, Ruth A.
McManaway Jr., Clayton E.
Meehan, Francis J.
Mills, Hawthorne Q.
Monjo, John C.
Moore, Bert C.
Moran, James B.
Murphy, Richard W.
Musser, Maclyn H.
Negroponte, John D.
Neher, Leonardo
Newlin, Michael H.
O'Donnell, Thomas J.
O'Donohue, Daniel A.
Okun, Herbert S.
Paganelli, Robert P.
Palmer, Robie M. H.
Petterson, Donald K.
Pezzullo, Lawrence
Pickering, Thomas R.
Placke, James A.
Precht, Henry
Quainton, Anthony C.
Rattray, Alexander L.
Ravndal, Frank M.
Rawls, Nancy V.
Rich Jr., Robert G.
Ridgway, Rozanne L.
Rigamer, Elmore F.
Roberts, Owen W.
Rosenthal, James D.
Roy, J. Stapleton
Salmon, William C.
Sayre, Robert M.
Scanlan, John D.
Schafer, M. Virginia
Schneider, David T.
Sherman, William C.
Shostal, Pierre
Simons Jr., Thomas
Smith, Wayne S.
Spain, James W.
Squire, Christopher
Sterner, Michael
Stoessel Jr., Walter J.
Streator Jr., Edward J.
Suddarth, Roscoe S.
Swing, William L.
Tarnoff, Peter
Taylor, John J.
Todman, Terence A.
Twinam, Joseph W.
Vickers, Harold E.
Viets, Richard N.
Walker, Howard K.
Walker, Lannon
Washington, La Rae
Watson, Alexander F.
Wilcox, Robert H.
Wisner II, Frank G.
Woessner, William M.
Zimmermann, Warren
Zweifel, David E.

The 1982 selection boards will not play a role in selecting nominees for the next round of performance pay awards, as agreed on with the American Foreign Service Association. The Department and the association are working out new procedures for the awards, which will be paid in fiscal year 1983 (beginning next October 1). The Department's awards of performance pay to its members of the Senior Executive Service, for the period ending July 31, 1982, are scheduled to be paid by the end of the current fiscal year.☐

HONOLULU—Political adviser *Michael V. Connors*, right, receives Distinguished Civilian Service Award from *Admiral Long*, commander-in-chief, Pacific.

ECONOMIC AND BUSINESS AFFAIRS—Executive director *Jack Jenkins*, third from left, congratulates Kudos recipient *Al Marks*. Others honored included, left to right: *John McGruder, Nancy Boshoven, Torrey Whitman, Cheryl White, Charles Twining. (Photo by Glenn Hall, Visual Services)*

8 ride high as Kudos flies again

Kudos

The Executive Staff of the Bureau of Economic and Business Affairs presented its second annual "Kudos Awards" on July 1, treating the recipients to lunch at a restaurant in Rosslyn, Va., as well as bestowing on them the Kudos trophy—which is the bureau's version of an "Oscar."

The privately-funded awards are given to colleagues in other parts of the Department who work with the Executive Staff day by day on a wide range of administrative and management matters. They are told they had earned the Kudos because they helped the staff to solve problems without becoming part of the problems themselves. "It's our way of saying thanks," a staffer explained.

The eight honorees for 1982 are BOB BANNERMAN, chief of domestic operations, Office of Security; NANCY BOSHOVEN, special assistant to the under secretary for management; BOB HENNINGS, audio-visual services; AL MARKS, C&P Telephone representative in the Department; CHARLES TWINING, Foreign Service assignments officer in the Bureau of Personnel; CHERYL WHITE, awards officer in the Office of Performance Evaluation; TORREY WHITMAN, now in the Bureau of International Organization Affairs, but honored for his previous service in the Office of Civil Service Career Development and Assignments. A special Kudos was presented to JOHN McGRUDER of the Bureau for International Narcotic Matters. Though he does not deal with the economic bureau in his regular assignment, Mr. McGruder served on the Executive Staff on a two-week detail, as part of the Department's executive development program.

4 cited in economic bureau

Four officers in the Bureau of Economic and Business Affairs were listed by the bureau as having won awards for their performance. The four are Ernest B. Johnston, senior deputy assistant secretary, Distinguished Honor Award; Royce J. Fichte, economic officer who worked on the Caribbean Basin Initiative, Superior Honor Award; and Edward W. Lollis, executive assistant, who worked on the Cancun summit, and James C. Todd, chief, Industrial and Strategic Materials Division, both of whom received Meritorious Honor Awards. ■

Safety of life at sea

The panel on bulk cargoes of the Subcommittee on Safety of Life at Sea will conduct an open meeting on September 15 at 10 a.m. in Room 3201 of Coast Guard headquarters, 2100 Second Street S.W. The purpose is to review progress of position papers for presentation at the 24th session on containers and cargoes in London. Comments will be directed to the code of ammonium nitrate, cereal (grain), charcoal, coal, grain fumigation, ore concentrates, seed cake and zinc ashes. For information, contact John McAnulty, (202) 426-1577. ☐

Book Review

How effective is diplomacy in dealing with terrorists?

Symposium presents views of diplomats, ex-hostages, others

BY L. BRUCE LAINGEN

Ambassador Laingen, who had been one of the hostages in Iran, is now serving as vice president of National Defense University, on assignment from the State Department. The opinions he expresses in this review are his own.

HERZ, Martin F., ed. *Diplomats and terrorists: what works, what doesn't.* A symposium. Institute for the Study of Diplomacy, Georgetown University, Washington, D.C. 20057. 1982. 69 p. $5.00.

PERHAPS the first question to be asked about a symposium entitled "Diplomats and Terrorists: What Works, What Doesn't" is why it contains no contribution concerning the Tehran hostage crisis. Indeed, there is almost no mention of that affair by any of the contributors. Either this says something about how Americans prefer to want to ignore and forget that crisis, which I hope is not the case, or that crisis was so unique as not to offer any lessons, which is hardly the case.

Mr. Laingen

That said, this is a most useful publication indeed, and Georgetown's Institute for the Study of Diplomacy, and Martin Herz in particular, its director of studies, are to be commended for what they have done. As the cover puts it, "20 authors—diplomats, former hostages, social scientists, journalists—speak from personal experience about operational aspects of hostage negotiation, assuring personal security, effective communication in a crisis, what can and cannot be expected of the media, etc., including some practical advice, some criticism, some handwringing, and ideas for use in dealing with future terrorist incidents." That says a mouthful. But a lot is there. And not much handwringing either.

Which response?

It would be impossible in this short space to deal with all aspects of the issue. But as diplomats—members of a service destined regrettably to continue to be prime terrorist targets—many reading this will find special interest in what the opening section says about the effectiveness of diplomacy in dealing with terrorism. In a lead article, Dr. Frederick Hacker, a professor of psychiatry at the University of Southern California, focusing on what worked in the 1980 Bogota incident, expresses a belief in "negotiated solutions that give neither side everything it wants." That is a general maxim in which all diplomats could concur, given the way a spirit of compromise must be the essence of any negotiating process. Yet that maxim is in conflict with some fundamentals in a terrorist situation—particularly the precept, indeed the firm policy of the current administration, that there will be no negotiations with terrorists or with governments (as in Tehran) that support terrorists.

A second article, by former FSO John Karkashian, takes a rather different view, somewhat more skeptical of the outcome at Bogota, emphasizing the importance of swift and certain retribution as an effective response to terrorists, and observing that, more often than not, diplomatic skills are not particularly relevant or effective in serving the imperatives of terrorist situations. He warns of the danger, where diplomacy becomes a prominent factor in managing an incident, of such efforts adding stature to the terrorist group involved.

Each contributor makes a strong case for his position. I wonder if most readers wouldn't conclude, however, that diplomacy, at least in the larger meaning of that term, is an essential element in dealing with terrorism, whether it be the way in which the individual captive deals with his captor or how a government, through its personnel, diplomats or otherwise, responds tactically to handle a crisis. Certainly a captive must call on all his "diplomatic" skills—his tact, his cool, communication, firmness, dignity.

'Guiding principles'

As for a government's use of diplomacy in such crises, I proceed from the assumption that any effective diplomacy is one that is open to options and capable of flexibility. But I assume, too, that an effective diplomacy also must and will be subject to some fundamental guiding principles, including, in the case of terrorism, those suggested in a contribution by Ambassador Armin Meyer: safety of the hostages, no ransom, firm and strict justice for the perpetrators of terrorism.

Whatever one's approach, one must recognize always that each terrorist incident is unique—or, as another contributor puts it, "each case has a chemistry of its own." Indeed, if there is any consensus among the contributors to the symposium, it is that. Every terrorist incident is and will be different.

That being the case, it seems to me that there must be some flexibility in anti-terrorist policy. It must recognize that drawing a line between direct, substantive negotiations with terrorists, which we can all refuse as a general principle, and discussion for humanitarian and other purposes is a very difficult task. Each crisis will demand contact, communication, discussion—in greater or lesser degree. Each will call for different tactics. Let us, as the current administration has done, make clear our fundamental posture on terrorism, but let us keep open and flexible the tactics with which we deal with it. Let us not overlook the value of friends—third parties—in a terrorist crisis; the Algiers agreement of January 20, 1981—is a monument to that value.

'Need for patience'

Tactics, above all, should recognize the need for patience—a need that approaches a consensus among the symposium contributors. As one puts it, "patience has its reward." Or as the Spanish ambassador in Tehran reminded us, "patience is a bitter cup that only the strong can drink." Patience matters, above all, because of the importance we attach as a society to the human element in any crisis. Granting that there will be times when the welfare of the hostages or terrorist victims must be secondary to larger national interests, we are nonetheless the kind of society, the kind of people, that believes strongly that the safety of those held hostage must be a vital concern. We are not a garrison state. As former Ambassador Hoffacker puts it: "Some governments are indifferent to the fate of the victims as they pursue the terrorists. I am glad that our government is not one to elect a shoot-out in the first instance".

There is much more in this booklet that is useful advice. We are reminded, in contributions written about the Paris TWA hijacking in 1976, of the need for maximum coordination among Government agencies in dealing with a terrorist threat—an area where we are still feeling our way. There is frequent reference to the intelligence factor—knowing who and what the terrorists are and what their real bottom line is.

Paris hijacking

There is some good solid discussion of lessons learned in these areas in a joint contribution by Diane Berliner, a student at Georgetown, and Ambassador Doug Heck. Recalling the Paris hijacking, an incident that occurred during the ambassador's stint as director of the Department's Office for Combatting Terrorism, they cite the complications in management that arise in overlapping domestic and foreign jurisdiction and in differing approaches by the private and public sector, made even more difficult when interagency coordination in Washington is lacking. Time and experience since 1976 have brought progress in these areas, the Reagan administration having very recently taken some promising steps to maximize control and coordination.

Embassy Lima is bombed

Two bombs were hurled at the U.S. embassy in Lima, Peru, from a moving vehicle on July 24. Made of dynamite wrapped in rags, they shattered windows on the second floor of the five-story building, but caused no injuries nor structural damage. A similar incident occurred in August last year.

One would like to have read more in this symposium of the practical problems of coordination with other governments and of finding ways of adding teeth—enforcement provisions—to the rhetoric in international conventions that treat with terrorism. There one is reminded of Tehran, and of the hope that that experience may yet bring some progress, at least among allies and close friends, in getting prior agreement as to what we will do together, with immediate effect, against governments that fail to meet their responsibilities under international law when their citizens engage in terrorism against nationals of another.

Role of the media

One would also like to have seen more in this symosium on the role of the media. I like the maxim from Brian Jenkins of the Rand Corp. that "the less said in public the better." All who have dealt with terrorism would agree with that. But reality intrudes. We live in a time of instant and massive communications, with all the implications that that can have for coping with events as "newsworthy" as terrorist acts. An example is an article by Landrum Bolling, a research professor of diplomacy at the institute. Mr. Bolling's article, dealing with the kidnapping and murder in Uruguay of AID public safety officer Dan Mitrione, describes how the victim's family felt that insult was added to injury of his reputation and career by the media treatment of that tragedy, and by what Professor Bolling describes as an ineffective U.S. Government response. (One is reminded in this connection of the current controversy over the film "Missing," and how difficult it is for facts to catch up with calumny.)

Trespass in Damascus

U.S. embassy grounds in Damascus were penetrated August 9 by Palestinians who were conducting an "unruly demonstration," the Department's press office said. Windows were broken, and there were unsuccessful attempts to enter the chancery building. No one was hurt.

But what of the larger issue—of the way the media's massive focus on a terrorist incident begins to affect the atmosphere and the tactics with which government officials attempt to deal with it? Spokesmen for the media become negotiators of a sort themselves; certainly the questions they raise and the exposure they give to the terrorists impact on the degree of flexibility of one or both sides. The Iranian crisis was a good example. Media treatment of that long affair clearly influenced the way the American public perceived the crisis. Moreover, in the opinion of some, a case can be made that it also affected the tactics and demands, and possibly even the staying power, of the militant students and their backers in Tehran.

Perhaps all that is simply a fact of life, in a society such as ours that values freedom of press. Yet there is also the competitive atmosphere in which the media operates. And we are a news-hungry society. But to a greater or lesser degree, depending on the nature of the terrorist incident, more can and should be done, with the cooperation of the media, to help insure that media treatment of a terrorist crisis does not add complications where complications are inherently great enough.

Hostage behavior

Getting back to the sympoisum's principal purpose, focusing on practical areas of what works and what doesn't in terrorist situations, there is some wise counsel on personal behavior for hostages, and from as good a source as one could find. That is William Niehous, the businessman kidnapped from his home in Caracas in 1976 and held for more than three years by political terrorists. His contribution, "Five Keys to Survival," is one that anyone serving abroad could usefully read. He emphasizes family and faith, and gives testimony to the capacity of the human spirit to cope with crisis. As he puts it: "Survival is one of man's basic instincts." Or as someone else put it: "People are like tea bags—they don't know their own strength until they get into hot water."

This emphasis on family, however, is also a reminder of one of the more troubling themes that appears at several points in this symposium, relating to the Department's role in assisting families of hostages. The record, if these critics are correct, reflects some regrettable shortcomings. Individual members of the Department and of the Foreign Service are given full credit for understanding and for dedication in responding to crises in which their colleagues and their colleagues' families are at risk. Yet as an institution, several of the contributors give the Department low marks for its record in demonstrating an appreciation of the way in which the families of hostages become in effect hostages too. Too often the impression is of an unfeeling bureaucracy lacking in compassion. And too often, as Richard Starr puts it, "Department officials seem to regard anything done by hostage families as unwarranted interference"—a conclusion that Ambassador Quainton in his contribution concedes to have had at least some merit in the Starr and other cases.

In the Tehran crisis, uncounted numbers of our colleagues in government gave countless hours of their time in efforts to see us free. There was a major and continuing program directed at keeping families as fully informed as possible. Even so, a few of the families apparently were at times left with the impression that their needs were more a bother than a concern to the Department. Whether or not that feeling is justified, the fact that it exists is to be regretted.

Guidelines for U.S. hostages are adopted

Guidelines for personnel who are taken hostage have been adopted by the Department of State and four other foreign affairs agencies—AID, ICA, Commerce and Agriculture. The complete official text follows:

"U.S. Government personnel serving abroad are expected to be mature, responsible, and patriotic individuals for whom the concept of service has a real and personal meaning.

"Individuals who are taken hostage should be aware that their captors may seek to exploit them. Their captors may be seeking information to be used to the detriment of the United States or of their fellow hostages, and are likely to use information obtained from one captive when interrogating another. Individuals should consequently be guided by the knowledge that whatever they say may be used to mislead or punish their colleagues and that their actions may result in reprisals.

"Captured individuals should not discuss sensitive aspects of the work of their fellow hostages. They should not divulge classified or sensitive information. They should not sign or make statements or take action which they believe might bring discredit to the United States.

"The decision to attempt escape rests with the individual concerned. However, the decision should be consistent with the considerations set above.

"Hard and fast rules are not always helpful and the U.S. Government recognizes that the ability of individuals to resist extreme pressure differs. But to the extent possible one must help one's colleagues and avoid exploitation. Sound judgment is essential."

Coping by families

Inevitably, of course, families will differ in their way of coping. Most will feel the urge to "do something" themselves to contribute to a solution of the problem and, if they are not made to feel a part of a team effort, they may go off on their own. Some may even begin to blame government ahead of terrorists for the delay they perceive in progress toward release of their loved ones. More "physical" support, of the kind the Department has learned to do well in evacuations of families from posts, would help to engender an esprit de corps in Washington rather than the feeling of being dealt with by a big and impersonal bureaucracy. The military have learned that individual contact officers assigned to each family give a more personal effect.

Justified or not, the criticism on this score needs to be heard, and considered. If this symposium were to result in nothing more than to remind us again of the role of the family in the Foreign Service, and of how often in our preoccupation with what we call "substance" we forget the significance of the family connection, then it has made an important contribution indeed. Bob Fearey's contribution gives us some good advice: "The keys to successful liaison with families are understanding, frankness, sincerity and, above all, the capacity to inculcate in the family members hope, patience, and faith that dedicated officers of the U.S. Government are doing their level best, within necessary policy constraints, to achieve the hostage's release."

Things we should do

Meanwhile, as one of the contributors points out, there are things that each of us going abroad can do to ease the concerns of family members should a hostage situation develop—simple things like updating our wills and providing our wives with powers of attorney. Simple but often forgotten—a failing that recently has prompted initiatives by wives, working with the Family Liaison Office and the Association of American Foreign Service Women, to arrange a seminar at the Foreign Service Institute designed to build a greater awareness in Foreign Service families going abroad of what can be done to make coping easier at time of family separation, whether caused by acts of terrorism or occurring in the normal course of events.

Would that the scourge of terrorism might diminish. It seems unlikely to. Would that our immunity as diplomats might again become sacrosanct. That too seems unlikely. But to the degree we and other governments build a record of resolve in dealing with terrorists, we can contribute to deterrence. Meanwhile, we have learned some practical lessons from tragic experience—above all, that enhanced security protection at our missions abroad, however important that is, becomes of little consequence if we cannot be assured of cooperation from the host government when a crisis develops.

Being security-conscious

Experience has also, hopefully, made us more security-conscious as individual members of the Service. If not, we had better be, because in most places today, except paradoxically in the Soviet bloc, diplomacy has become a risky business. And, as David Newsom points out, "risks must be taken" by its diplomats if a great power is to pursue its interests abroad. Recognizing that risk, the Department and the other principal civilian foreign affairs agencies (AID, ICA, Commerce and Agriculture) have just this past month adopted "Guidelines for Personnel Taken Hostage" (see preceding page). A product of what I assume has been a major interagency effort, these guidelines represent some good common sense, though they are awfully bare boned in formulation. (Thus, I find counsel like "Sound judgment is essential" not all that nourishing for a hostage.) I suspect William Niehous and others would agree that at least one more bit of advice is called for: be patient, stay cool and keep your dignity. As Scripture puts it, that carries a rich reward. ☐

U.S. Marine in Moscow is honored for heroism

Marine Sgt. Anthony J. Carbullido has been presented the Navy Commendation Medal for "heroic achievement" while he was assigned to Embassy Moscow last year. His citation noted that on October 11 a Soviet national, armed with a 12-gauge shotgun, drove his vehicle past Soviet security guards and entered the embassy building, which houses the chancellery and staff apartments.

Sgt. Carbullido

The Marines began a search of the complex. As they approached the sixth-floor landing, Sgt. Carbullido was confronted by the man, who pointed his shotgun at the unarmed Marine. The intruder was "extremely nervous and agitated." Sgt. Carbullido warned the other Marines, who were following him, to stay clear and seek assistance.

"With limited knowledge of the Russian language, he calmed the intruder and assured him of his safety until the security officer arrived and persuaded the intruder to surrender," the citation said. "Through his composure, courage and judgment, he defused a serious situation and prevented international consequences."

Sgt. Carbullido has since been assigned to Embassy Tokyo. ☐

FBI praises 4 security officers in Guatemala

Four security officers in Guatemala—regional security officer Willard E. Marsden Jr.; his assistant, George Goldstein; and Foreign Service national investigators Jorge Luis Lemus and Marco Aurelio Gonzalez—have received letters of commendation from the Federal Bureau of Investigation for their assistance in capturing an American fugitive.

The latter, charged with child pornography in Maryland, was trying to organize a youth football team at the U.S. embassy when he was recognized by the investigators. He was detained, then escorted back to the United States. He was later convicted in Maryland. ■

GUATEMALA—From left: ***Mr. Gonzalez, Mr. Goldstein,*** **Ambassador** ***Frederic L. Chapin, Mr. Marsden, Mr. Lemus.***

Real 'Dragons'

STAFF members of the consulate general in Hong Kong insist they will go to any length—even 500 yards—to foster diplomatic friendship. Here, they try their hand at rowing, entering two teams in the colony's annual international dragon boat races. U.S. crews maneuvered the "dragons"—long, sleek boats—to a first and second in trial heats, with the U.S. women's team capturing third in the finals. Captains were political officer Judith Strotz and economic officer Russ Trowbridge.

Women's team members (from left) ***Gayle Connelly, Madeleine Yaki, Marianne Hewitt, Marissa Yaki*** **and** ***Eveline Mattin*** **get their dragon's attention.**

The men's team cruises back after the race.

The women prepare to take off. ■

Consular Services

State is pioneering with machine readable passports

Washington, Chicago, Los Angeles are issuing the documents

By Cindy Fox

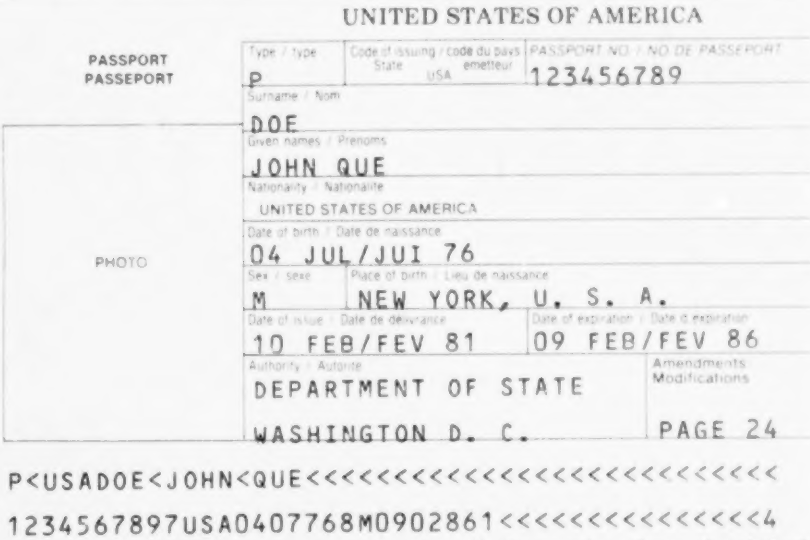
Ms. Fox is the bureau's public affairs adviser.

MRP may sound like the title of the newest science fiction movie but it is not. MRP stands for machine readable passport, the international travel document of the future which is here today. The new passport, in time, will replace its conventional predecessor. One day it will help speed international travelers through airports and other ports of entry.

MRPs are being issued today in the passport agencies in Washington, Chicago and Los Angeles and, by the end of 1985, at least eight other agencies will have the capability to issue the machine readable documents. By that time a large percentage of the 1,000 employees of the Bureau of Consular Affairs at both the Department and its regional passport agencies will be involved in the issuing of MRPs. The process of producing machine readable passports is called the travel document issuance system (TDIS). TDIS is an efficient production system which greatly speeds up the time it takes to issue a passport.

Right now, however, 10 of our agencies, as well as all of our overseas posts, continue with the old style. Rather than the computers, terminals and other modern technology employed to produce MRPs, conventional passports continue to be produced as they have always been—with aging machines, including flexowriters and glue pots, which can no longer be replaced. And the technology which makes the MRP possible makes passport production more efficient. This is of critical importance in a year in which Passport Services estimates that a record 3,700,000 U.S. passports will be issued.

"The new technology is paying for itself 10 times over," in the words of the Los Angeles Passport Agency regional director, 'Gene Burke. "It gives us the capability of finding out—almost instantaneously—for practically any person who inquires, just where his or her application is and in what stage of processing. This may seem like a small thing, but it is not as elementary as it sounds. Applicants under pressure of travel deadlines get awfully anxious if they can't be told when their passports will be ready. And there's so much paper going through here every minute of the day that it was virtually impossible under the old system to find an individual application while it was still going through the mill."



UNITED STATES OF AMERICA

PASSPORT
PASSEPORT

Type / type P	Code of issuing State / code du pays emetteur USA	PASSPORT NO / NO DE PASSEPORT 123456789

Surname / Nom
DOE

Given names / Prenoms
JOHN QUE

Nationality / Nationalite
UNITED STATES OF AMERICA

Date of birth / Date de naissance
04 JUL/JUI 76

Sex / sexe
M

Place of birth / Lieu de naissance
NEW YORK, U. S. A.

Date of issue / Date de delivrance
10 FEB/FEV 81

Date of expiration / Date d expiration
09 FEB/FEV 86

Authority / Autorite
DEPARTMENT OF STATE
WASHINGTON D. C.

Amendments
Modifications
PAGE 24

PHOTO

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P<USADOE<JOHN<QUE<<<<<<<<<<<<<<<<<<<<<<<<<<<
1234567897USA0407768M0902861<<<<<<<<<<<<<<<4
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The machine readable passport data page.

The new system is Los Angeles was given a shakedown test recently that entailed force-feeding it with more applications than it was designed to handle on an average day. Extra employees were brought in to help. The exercise ended with the system performing even better than its designers had hoped. It not only surpassed all of its processing goals, but accomplished in a little over four days what it had been scheduled to do in five. Ms. Burke was sufficiently impressed to foresee the possibility of new adaptations and achievements over the long run—for instance, computerized letters clearly explaining to applicants why they cannot be issued a passport or where their application is deficient.

Los Angeles was issuing over 10,000 MRPs a week during the record summer passport demand peak season. Unfortunately this was not the case during the early summer in Chicago where, due to application overload nationwide and local glitches, the computer burped and the production line became clogged. Issuances were delayed temporarily and workload was shifted to other passport agencies. To deal with the problem, the MRP production facility in Chicago was converted in July to the configuration of the more efficient (and more recent) Los Angeles version of the automated system. The Washington Passport Agency TDIS facility, however, was able to keep up with this summer's record demand and even to process work forwarded to it

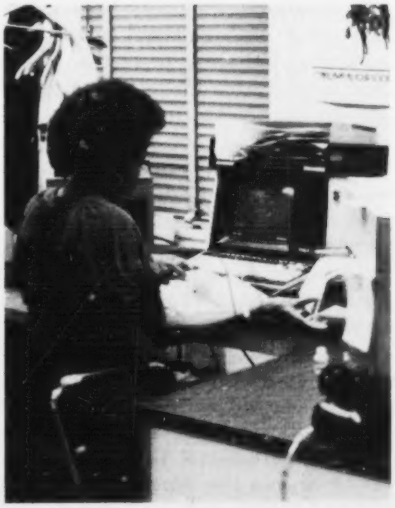
In Washington, *Diane Matthews* inserts passport into machine that prints machine readable passport.

by other overloaded agencies. It, too, will be converted to keep up with the advancements installed in Los Angeles.

MRPs are the wave of the future not only in terms of production. They hold out the prospect of speeding international travelers through congested airports by accelerating individual clearance through passport control. This was one of the goals of the International Civil Aviation Organization when it set the standards for MRPs during five meetings held between 1969 and 1978. The United States, Great Britain and the Federal Republic of Germany, nations with a large number of international travelers, are among the several countries working

Harry Ashton of Los Angeles Passport Agency uses machine to trim passport photo, and to laminate passport data page.

Washington passport examiners review applications and edit on their computer terminals. Background, from left: ***James Schuler, Brian Breneman, Frank Finver.*** **Foreground:** ***Ilonka Karasz, Mark Johnson.***



Alice Robinson **of Washington Passport Agency records passport fee.**

to create compatible systems. In the not-too-distant future, travelers with MRPs will be able to speed through international airports following electronic clearance at passport control points.

The machine readable passport data page (see illustration) consists of two parts or zones: one that can be read by the human eye and one which only a machine can decipher. Even if an entry point does not have machine reading capability, time can be saved by the traveler because the data page in the new passport is easier to read than its counterpart in the conventional passport.

Efficiency in production and speed in clearing passport control are not the only advantages with the MRP. It is a more secure document because it is more difficult to tamper with or counterfeit. This is of course of paramount importance to the bureau, which has worked to develop a MRP which will withstand the efforts of those who attempt to fraudulently obtain documentation as U.S. citizens. The U.S. Customs Service plans an early experiment in reading the MRPs of American citizens returning through Chicago's O'Hare airport.

MRPs are indeed the wave of the future. The bureau takes pride in its travel documents issuance system, which brings U.S. international travelers to the brink of the 21st century two decades early.■

Foreign Service Families

New director named for State's Family Liaison Office

Sheppie G. Abramowitz is the new director of the Department's Family Liaison Office, succeeding Marilyn Holmes, who completed her two-year assignment in that position.

Mrs. Abramowitz

Mrs. Abramowitz has accompanied her family to overseas posts, including Taipei, Hong Kong, London and Bangkok, where she was active in private voluntary organizations concerned with relief, resettlement and job training. Her overseas tours have alternated with 15 years of professional experience in the Washington area. She was a congressional staff member and has worked on development activities for nonprofit institutes and as an advocate for overseas development projects. In addition, she has been a government liaison person for the State Unitiversity of Cincinnati and California State University. Educated at Bryn Mawr College, she holds a master's in public administration from the University of Hawaii.

In another change at the Family Liaison Office, Sonya Sandman, recently returned from the Philippines, replaces Susan McClintock as dependent employment coordinator. Mrs. Sandman was most recently the community liaison officer in Manila. In addition to a bachelor's from Boston University and graduate work at the University of Minnesota, she has a wide range of professional experience in association, congressional and education work. Her Foreign Service experience includes living in Manila, Jakarta, Tel Aviv, Seoul, Kuala Lumpur, New Delhi and Bangkok.

Other new appointments include those of Nancy Barber, from the Office of the Inspector General, to succeed Patricia Mallon as program assistant, and Dorothy J. Miller, recently returned from Manila, to succeed Joan Scott, a member of the original office staff, who was to retire at the end of August.□

New agenda looms for family-oriented women's forum

Susan Parsons, newly-elected president of the Association of American Foreign Service Women, says she plans to "revitalize" the organization's forum, whose deliberations led, among other things, to establishment of the Department's Family Liaison Office in 1978. In an interview with STATE, Ms. Parsons outlined some of the issues scheduled to be addressed by the forum:

Susan Parsons (Photo by Donna Gigliotti)

"We will be studying the new role of spouses today, including the concerns of foreign-born spouses," she said. "Recent statistics indicate that about one-third of all Foreign Service spouses are in that category. This is not an attempt to 'Americanize' those spouses. It is more an attempt to see whether they could use some type of special support network."

A study of education overseas will be another item on the forum's agenda. And another will be an evaluation of the support services offered during the hostage situation in Iran, Ms. Parsons said. "We want to learn what helped the families during that crisis, what other services were needed and what could have been done differently," she explained. "Eventually we will write a report on what we've learned, so that we can apply the information to similar incidents that may occur in the future."

The association is discussing the possibility of forming an education loan fund for women who have a specific training project in mind, she disclosed. Women who could qualify for such loans are expected to be those who, for example, need to go back to school to finish a degree, or those who need some type of training because they are about to re-enter the job market. Ms. Parsons expects the program to be instituted next year.

In describing the association as a service organization to the foreign affairs community, she said: "We're the only independent organization to which women employees and spouses can come with personal and family concerns. But we're more than just a sounding board. We're also listened to—by Congress, management, the director general, the Family Liaison Office, by people who know that our concerns are valid." She added: "We're trying to make the Foreign Service better for families by helping them—and encouraging the Department—to adapt to the changing world."

A graduate of Pomona College in her home state of California, Ms. Parsons earned a master's degree at the Johns Hopkins School of Advanced International Studies. She was about to join the Foreign Service in the mid-1960s when she decided, "instead," she said, to marry Donald Parsons, a Foreign Service officer. "In those days, it was a choice of one or the other," she explained, referring to the requirement then that female Foreign Service employees resign upon marrying. Since then, she and her husband have had two sons, now 13 and 17, and have served in Trieste, Tijuana, Santo Domingo, Milan and Mexico City. A member of the association for nearly 18 years and a board member, 1971–73, she has also been active in women's organizations overseas. From 1978–80, she served as the first family liaison officer in Mexico City.

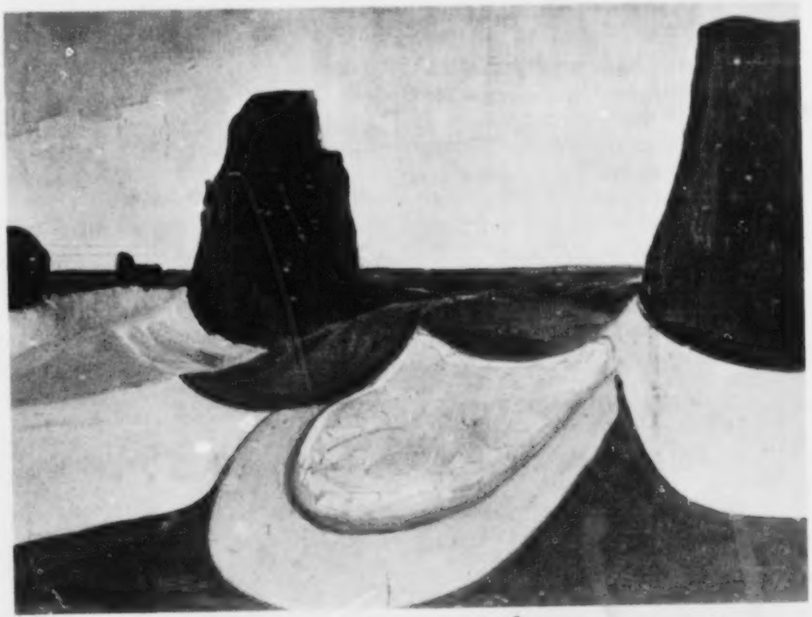
Association members operate a housing service in the Department's main building and also a bookroom where they prepare for their annual fundraiser, the Bookfair. Proceeds from Bookfair provide scholarships for Foreign Service children and support several inner-city community projects. In addition, the association holds monthly meetings, October through May, featuring distinguished speakers. For information on the organization, contact Ms. Parsons in the bookroom, Room 1524, 223–5796.

—Donna Gigliotti □

Bookfair needs male, female volunteers

The Association of American Foreign Service Women is seeking volunteers—both men and women—to devote one or two lunch hours to sorting, pricing and packing books for the annual Bookfair, to be held October 29 (Family Night) through November 1 and, again, November 4–6.

Posters, stamps and art works from around the world also will go on sale. Among the paintings are part of the collection by the late G. Lewis Jones, first U.S. ambassador to Tunisia, which have been donated to the women's association by the Jones family. In a letter which accompanied the gift, former ambassador to Spain Robert Woodward wrote that the family made these paintings "available to the American art-loving public and the friends of the late artist . . . Ambassador Jones would have wished that these paintings might come into the possession of friends and colleagues in the Foreign Service as mementos of long association in the Foreign Service."



This painting, by Ambassador G. Lewis Jones, will go on sale at the Bookfair. ***(Photo by Donna Gigliotti)***

"The Bookfair is no longer a small operation that relies on the good deeds of a few women," co-chairwomen Marlen Newmann and Joan Kirkpatrick pointed out. "For the past several years we have handled more than 100,000 books annually. Literally millions of stamps have also crossed our counter, and the art corner has enjoyed brisk sales of works from around the globe. Organizing this massive sale requires much planning and a lot of leg work."

Men are needed to help prepare the books, stamps and art for sale, the co-chairwomen added. William Littlewood, a retired AID officer, is the stamp chairman. Other "jobs" are open; no experience is required. Anyone interested in joining the Bookfair workforce may call Maggie Morse, telephone 223-5796.□

Wise Owl—the Bookfair mascot. He's made of rope. He reminds us, says the Bookfair staff, that it's wise to shop at Bookfair.

Buy U.S. savings bonds and feel proud.

Financial planning for families

A workshop on financial planning is being offered to employees and spouses, September 28–30, 9 a.m.–4 p.m., at the Foreign Service Institute. Sponsored by the American Association of Foreign Service Women, the Family Liaison Office and the institute's Overseas Briefing Center, the workshop will include information on regulations and allowances, savings plans, investments, retirement and estate planning, credit and use of power of attorney.

The class is available on a first-come, first-served basis. For more details, and for information on reimbursement of child care expenses, call the center, 235–8784. ☐

Afghan benefit in Amman

The American community in Amman, Jordan, helped raise more than $2,000 recently at an Afghan benefit arranged by several persons who had served in Kabul. The program featured Afghan dishes, displays of handicrafts and arts, and music of that country. Many guests wore Afghan costumes. Ambassador and Mrs. Richard N. Viets and scores of Americans participated. ☐

Mental health videotape

"Listening Is An Art," the fifth videotape in the Family Liaison Office mental health series, has been completed and will be ready this fall for distribution to posts that request copies. Printed workshop materials will accompany each tape. ☐

From the Claims Staff

How valid is your claim for damaged or stolen property?

BY JOAN PADILLA

The author is chief of the Claims Staff in the Bureau of Administration. This article is a sequel to one in the June issue, which discussed how to file claims.

Insuring your household effects

THE CLAIMS ACT of 1964 covers civilian employees of the U.S. Government working overseas. It's designed as a backstop for losses by persons of "ordinary means." But it's not a complete substitute for insurance. Nor is it intended to compensate for losses stemming from an unusually high standard of living. Thus, maximum dollar amounts are provided for certain articles of property. Since "luxury goods" are not covered by the act, employees with sufficient means to purchase such goods should consider protecting their investment with insurance. And make sure that the insurance policy specifically covers such items that you might have, such as a set of fine china.

Ms. Padilla

Limitations in the foreign affairs regulations (6 FAM 300) should be read carefully before you risk less than full insurance coverage of the value of your household effects. The portions of the Foreign Affairs Manual most frequently overlooked by claimants are those dealing with disallowance of small items of substantial value, of items of extraordinary value, and of depreciation. A table of allowances lists the maximum amounts payable for certain categories of effects, such as books, china and stereo equipment. The U.S. Government does not pay for losses of easily pilferable items of substantial value, such as jewelry and cameras, when shipped and/or stored with household effects. Such items should be specifically insured, or not included in the effects. One employee shipped a stamp collection worth nearly $10,000 in a surface household effect shipment. The collection was stolen someplace enroute. His claim was disallowed.

Up goes the ceiling

A new law signed by President Reagan on July 28 increases the maximum amount payable by the U.S. Government under the Claims Act of 1964 to $25,000, for claims accruing on or after that date. The old limit was $15,000. The change results from a years-long effort by Government agencies, including State, to raise the ceiling on payments for personal property losses.

We in the Claims Office receive numerous complaints that the Department or insurance companies paid less than total compensation for losses. The shortfalls occur for a variety of reasons: (1) nonscheduling of items in an insurance policy; (2) items not being listed on the shipment inventory; (3) no showing of proof of ownership; (4) lack of sufficient personal insurance for replacement value. Claims processed for employees of State, AID and ICA are subject to a rate of depreciation applied to the "replacement" cost of an item as determined under the regulations (see 6 FAM 310.3c and 319.2).

Employees traveling overseas generally feel that the U.S. Government is fully liable and responsible for their effects with no role to be played by them. *Not so!* For example, in many claims an employee asserts that, when his effects were packed, he saw the mover handling them in a haphazard manner. Then, needless to say, when the employee received the effects, damage had occurred. But it's the personal responsibility *of the employee* to supervise packing proce-

REYKJAVIK, Iceland—At embassy reception for the visiting Harlem Globetrotters are, from left, *Pat Limeri*, globetrotter *Sam Sawyer*, *Debbie Hesch*, *Selma Abasy*, *Londa Scanlin*.

dures. Of the nearly 2,000 claims received annually, 80–85% are transportation-type claims, concerning packing, storage, shipment, etc. A rule of thumb for travelers is: "Supervise your packing out as if *you* were paying for the move."

Burglary and larceny

At a number of overseas posts, theft has become a factor of everyday life. This problem continues to grow. Vigilance is the responsibility of the employee. There are areas of security over which you have complete control. If, for example, you're aware that the front door of your quarters doesn't latch correctly, and that it would be relatively easy to force the door, then extra precautions are necessary. A potential claimant must take such measures to safeguard his/er property that a reasonable and prudent person would take under the circumstances. The greater the risk of theft, the greater should be your efforts to safeguard your property.

This introduces the principle of "the reasonable person." At missions where petty thievery is endemic to the country, you should consider what course of action you would take under similar conditions in Washington. There are stringent U.S. Government standards governing a claimant's obligation to secure personal property. These are applied by all Government claims offices. For example, if you permit the key to a chest of valuables to come into the possession of a servant, and articles are later missing, the Department would not allow your claim, because of contributory negligence on your part. Similarly, if your post has had numerous vehicle break-ins, then, as a reasonable person, you would not leave a briefcase or packages in plain sight in a vehicle. This would apply even if the forced entry occurred in a presumably "safe" area, such as the embassy parking lot. Your claim would be disallowed because you didn't exercise due care in protecting your property.

It's not reasonable to keep on hand large sums of cash, extensive or expensive jewelry, or stamp or coin collections without instituting security practices. At some posts, it's the practice to allow employees to use an office safe as a depository for such items. But before a claim is considered for property missing from the office safe, prior authority must have been given for the safekeeping, usually by the senior administrative officer at post.

Know your servants

When hiring servants at post, a complete background check of the applicant should be your first order of business. Check with your post security officer and the police. Look at the references. After hiring the servant, observe the type of friends who visit his/er quarters. Be aware of where items usually are kept, and check periodically to ensure that they're in place. If something is discovered missing, promptly make every effort to account for it. Many claims have been submitted in which the claimant said: "I've been noticing items missing for the last several months." If action were initiated quickly by you after the first discovery, further thefts possibly could have been avoided.

And remember: servant theft is not limited to easily pilferable items. In one case, an officer went on leave, putting a servant in charge of his quarters, *with no other security measures taken*. When he returned the quarters were empty—*everything* had been taken! His claim for the missing property was denied. He was held to have been negligent.

The Claims Staff intends to contribute additional articles to future issues of State magazine. ■

Petrolimerick

A purveyor of camels from Qatar
Was observed by his partner to mutter,
"I find that their ilk
Is no good for milk,
And a goat makes a far better butter."

—BASIL WENTWORTH ☐

Secretaries

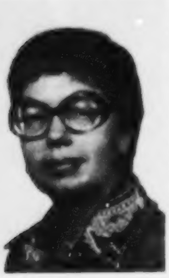
The job as viewed by a secretarial inspector

(She makes her rounds in all kinds of weather)

By Nancy Barber

The author has been a Foreign Service secretary in six foreign capitals, as well as in Washington. Her new assignment is program assistant in the Department's Family Liaison Office.

LITTLE did I realize, when I began my one-year assignment to the Foreign Service inspection corps as its secretarial inspector, that I would find myself on a dilapidated ferry in the middle of the Congo River—in a rainstorm, soaked to the skin! This was on my first trip, last September. I inspected Islamabad, Lahore and Karachi, in Pakistan, and then I traveled to Kinshasa to join the Central African inspection team. It was decided that I should cross the Congo by ferry to interview the lone American secretary assigned to the embassy in Brazzaville.



Ms. Barber

As the ferry was pulling out on the return trip, I noticed a large black cloud moving rapidly down the river. By the time we got to midstream, it started to rain. I was on the top deck under a cover, but the harder it rained, the more it leaked. All the Zairian and Congolese passengers got very disturbed that I was getting wet. It didn't seem to matter that they also were getting wet. I was moved from place to place by my fellow passengers as they tried to find me a place that was protected. But it was hopeless. We arrived on the Kinshasa side as the storm was moving away, all very wet, but with much laughter and chattering. The ability to laugh at moments like this would come in very handy during my inspection travels, I was to learn while experiencing other physical discomforts.

I found I played many roles during my year as the Department's 10th secretarial inspector. The job has evolved over the last decade, but it is not clearly defined and, to a large extent, is whatever the incumbent chooses to make it. Narrowly, the secretarial inspector's responsibility is to inspect the secretarial function at a post. But more broadly, since the secretarial inspector is the only member of the team besides the senior inspector who talks to people in all sections at a post, her broader view frequently can be helpful to other team members. (I use the feminine pronoun simply because, so far, none of our male colleagues has been selected for the position.)

From the beginning, State's inspector general has made it clear that, for the year of her assignment, the secretarial inspector is an inspector—not a secretary. I was not expected to perform any secretarial duties on the trips, but I did pitch in and help when it was needed. On one trip, when the drafting had gone particularly slowly and the time for leaving was very near, I typed drafts as they came off the yellow pads, and the secretary assigned to the team typed the edited drafts in final. We finished in time—barely!

The secretarial inspector frequently will find herself involved in counseling or training. When visiting small posts, particularly those with less-experienced Foreign Service secretaries, she may be able to answer operational questions about files, protocol, office procedures, etc. Depending on her background, there will be occasions when she is able to assist the other inspectors. On some of my trips, I inspected the equal employment opportunity and Federal Wom-

FERRY FREIGHT

en's Program functions, the community liaison office and the medical unit, and also assisted in inspecting the personnel office.

An inspection cycle covers approximately 15 weeks. The first two or three are spent in Washington. About six to eight are at the posts being inspected, and the remainder are in Washington—finishing the report, talking to people in various areas of the Department, and doing administrative duties.

A typical inspection team consists of a senior inspector (who usually will have served as an ambassador or a deputy chief of mission prior to coming to the inspection corps) and political, economic, administrative and consular officers with considerable experience in those fields. In addition, there are one or more audit-qualified inspectors, who inspect specialized administrative sections (general services, budget and finance, security, etc.).

In addition to visiting Pakistan, Zaire and the Congo, I also participated in inspections at New Delhi, Beijing, Guangzhou, Hong Kong, Tunis, Lome, Accra, Cotonou, Lagos and the Moroccan posts of Casablanca and Rabat. I traveled 65,338 miles by plane, train, car, ferry and elephant. I talked to 58 career secretaries, as well as many part-time, intermittent, temporary and Foreign Service national secretaries.

I found that the morale of the secretaries varied. At some posts with the worst living and working conditions, I found high morale; at some of the more comfortable posts, I found low morale. Morale seems to be less affected by physical conditions than by job satisfaction, involvement in local community affairs and recognition by supervisors and post management that the secretaries are a vital part of the team. In places where I found low morale, I found underemployed secretaries who were not generally included in staff meetings or official entertaining at post, and who were considered essential only for their typing and shorthand skills. Secretaries whose morale was good had received adequate language training, were fully employed, and were depended on by the officers for a wide range of responsibilities—many outside the normal scope of a secretarial position.

In addition to participating in inspections of overseas posts, the secretarial inspector may also be a member of teams inspecting domestic operations. I participated in two of these during my year. I interviewed both Civil Service and Foreign Service secretaries working in the Bureau of Oceans and International Environmental and Scientific Affairs and in the Bureau of African Affairs. I found that Civil Service secretaries share many of the concerns of Foreign Service secretaries, including the need for better upward mobility programs and the search for job satisfaction— particularly by those secretaries who enjoy their work and have no desire to move into other fields.

My year has been exciting and challenging, and has given me a new perspective on the Foreign Service. The one outstanding impression with which I leave this assignment is that, in spite of problems, the Foreign Service is alive and well. I would recommend this position to any of my colleagues who have an interest in people, a desire to learn a great deal about how the system works, and who have a sense of humor and the physical stamina to stand the sometimes frustrating and difficult itineraries necessary to be in the right place at the right time.□

It's all in a day's work

21 secretaries are 'banished' to the Blue Ridge Mountains

By Cathy Lawson

Ms. Lawson is the secretary in the State magazine office.

QUESTION: Why would 21 State Department secretaries ever want to leave their busy desks in Washington, D.C., for the beautiful serenity of the Coolfont Recreation Center in Berkeley Springs, W. Va?

Answer: To attend a jam-packed 2½-day July seminar entitled "Management Skills for Secretaries," sponsored by the Foreign Service Institute.

I was in the group that included 15 Civil Service and 6 Foreign Service secretaries—a diverse sampling from the offices and bureaus in the Department and its posts overseas. The calm, picturesque environment of the Blue Ridge Mountains lent itself to creating for us an atmosphere of frank discussion of the various factors of secretarial management, including teamwork, self-development, assertive communication and time management.

Our first session was spent discussing the role of the secretary/assistant at the Department. Positive aspects of this role include our involvement in current events, meeting and dealing with people, and learning through new experiences. But some of the problems, we agreed, are inherent job and salary limitations, and the difficulties of trying to institute new office systems. We were called upon to suggest possible solutions for each other's problems.

We also talked about management, which was defined as the use and creation of resources in a coordinated fashion to achieve a goal. These resources included people, money, equipment, time, knowledge, and the goals of the office/agency.

Our discussion of agency goals and objectives was very interesting and eye-opening. It seems to me that we sometimes tend to be "bureau-oriented" and look at parts of our agency rather than the whole. Listening to others talk about their office goals and duties helped me to "fill in the blanks."

Have you ever had one of those days when time just rushes by and you don't seem to accomplish anything? With a film, written exercises and discussion, our instructors introduced us to concepts of time management and an easy system of ways to gain control of time, which included our setting of goals and priorities.

An evening session on career development provided us with many new ideas—a real flood of information from both our instructors and fellow students on how to branch out as a secretary and beyond. Once again, it all came down to setting goals and taking action to achieve them.

"Team of Two" was the title of a film, and also the topic of a session, on the secretary-manager relationship. Many of us were concerned about not really being considered a team member in our respective offices. For example, some said they were not being informed of upcoming events, and others are not included in staff meetings. One suggestion to improve the team atmosphere was for us to always try to suggest a solution when taking a problem to our managers, and to try to keep the lines of communication open.

In a course as intense as this one, I'm sure everyone had different favorite sessions. I found the topics of time management and career development to be the most useful in my own situation. One of the most beneficial experiences, from my viewpoint, was the exchange of information between the Foreign Service and Civil Service secretaries, which continued well after class, during lunch and evening breaks. All of us left the seminar with some very useful ideas to apply to our work in the Department.

Enrollment in this course is available to Department Civil Service secretaries, GS-7 and above, and to all Foreign Service secretaries with endorsement and recommendation by supervisors. Since the first class in April 1979, 210 secretaries have attended this seminar. The average class size is 20–22 individuals. ■

Secretarial students, left to right, first row: ***Mary Grant, Margaret Walker, Ruby Berry, Catherine Lawson, Vivian Barnes, Cynthia Larre, Margaret Tisdale, Gail Riddick.*** **Second row:** ***Deanna Cotter, Joyce Gross, Patricia Klingenmaier, Catherine Desseau, Martha Smith, Irene Smolik, Patsy Patten.*** **Third row:** ***Terra Faucett, Joan Stewart, Roberta Barnes, Frances Legg, Cynthia Preloh.*** **Not shown: Diane Maimone.**

Equal Employment Opportunity

Women's working group is organized

Members of the Federal Women's Program Working Group are completing plans for the Department's observance of "Women's Week," October 18–22. The program will feature guest speakers and films. An exhibit is also planned for the D Street lobby. The observance is the first project of the working group, established last June. The group seeks "to provide an additional channel of communication between employees and the Federal Women's Program," to assist in career development and to take on other projects. Members include:

GEORGENE G. CASSELS, CARRIE CROAK, JEANNE HASSAN, MARION R. PETERSON, HELENA VON PFEIL and ROSE GROVER, of the Bureau of Administration; HEBRIENA C. OOSTHOEK, SHARON PALMER-ROYSTON, GUIDA EVANS-MAGHER, LORRAINE LEWIS and TOMMYE L. GRANT, of the Bureau of Consular Affairs; KATHRYN M. SHIPPE, of the Bureau of Human Rights and Humanitarian Affairs; BRENDA SHIELDS, of the Bureau of Intelligence and Research; MAGGIE R. STREET, of the Board of Appellate Review, Office of the Legal Adviser; and LYNN R. COX and SHARON WILKINSON, Office of the Under Secretary for Management.

Dorothy E. Nelms*, past president, Federally Employed Women, addresses State employees June 24 at event sponsored by the Department's Federal Women's Program. *(Photo by Glenn E. Hall, Visual Services)

Each volunteered to serve on the working group in response to a Federal Women's Program interest survey that was distributed with a Department Notice of June 17. New members, from all pay plans, grade levels and occupations, are welcome. Employees may obtain additional information from Patti Morton or Regina Bacon, Office of Equal Employment Opportunity and Civil Rights, Room 3214, telephone 632–9040. ■

HISPANIC HERITAGE WEEK—Planning for the event, September 13–18, are officers of the Hispanic Employees Council of the foreign affairs agencies. From left: vice presidents *Ramon Daubon*, Inter-American Foundation; *Felipe Monteiga*, AID; and *Donald Stewart*, State; treasurer *Eddie Martinez*, AID; executive vice president *George Beloz*, AID; secretary *Maria Mamluk*, AID; president *Felix Vargas*, State; vice president *Jose Ramirez*, Foreign Service Institute. Not shown: vice presidents Samuel Campos and Roland Massa.

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears montly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.

Q. Washington

What is "swimmer's ear?" How can it be avoided short of fleeing the pool for a nearby lounge chair?

A.

Swimmer's ear is an irritation, or rash on the skin lining the external ear canal. It occurs from overexposure to moisture. The pain and itching usually respond quickly to ear drops three or four times a day. Prevention includes instilling a drying agent in the ear canal after swimming, and lying on the unaffected ear so the drops can penetrate into the ear canal. But don't treat yourself. A professional should carefully examine your ear canals to ensure that a middle-ear infection is not present.

Q. Mediterranean

My doctor advised me to lower my cholesterol level. I was doing pretty well until arriving at my new post. Everything here is covered with olive oil. How does olive oil rate viz-a-viz fat-controlled diets?

A.

Not very well, sorry to say. There are, to be simplistic, the "good" and the "bad" types of fatty acids. One helps in lowering overall cholesterol levels in the blood, the other causes an increase. Fatty foods high in polyunsaturated fatty acids are accepted for cholesterol-lowering diets, while saturated fatty acids should be restricted or limited. Safflower, corn, cottonseed and soy vegetable oils are high in polyunsaturated acids. Olive oil, cocoa butter and coconut oil (often used in roasting nuts) are all low in polyunsaturated fats but high in saturated fatty acids. Thus they are "bad" with regard to lowering cholesterol levels. May I suggest you review the excellent American Heart Association educational materials available in your health unit, if you want more infomation about low-fat diets.

Q. Caribbean

Our baby is due in November. My wife will be leaving a few weeks before the delivery date. She's going to the Midwest. How do her bills get paid?

A.

Effective last June 2, obstetrical care is included in the Foreign Service medical program. What this means is that missions abroad can now guarantee payment of obstetrical hospitalization expenses at overseas posts. That is, the FS–569 may be issued to cover authorized hospital and related outpatient charges that are not covered by the employee's health insurance. When a pregnant women is medically evacuated to the United States, we will issue the FS–569 to the hospital which guarantees payment of expenses beyond those billed to and absorbed by the insurance carrier. Therefore, your wife should have in hand insurance documentation when she travels to the Midwest. I suggest you see your personnel officer for duplicates, if you do not have actual health insurance identification cards. The hospital will bill your insurance carrier and will be reimbursed depending on the type of coverage your family has. We will issue an FS–569 so that authorized obstetrical expenses not covered by your health insurance can be billed to us for payment.

Q. Europe

Our daughter will be 22 this autumn at which time she'll be automatically dropped from my health insurance. At her university she is covered, but I note it's scant coverage—generally related to college events during the academic year. Is there any way I can obtain an insurance policy for her that will handle unexpected hospital expenses that might arise when she visits us during Christmas or the summers? My caution is predicated on a proposed ski sojourn to the Alps during New Year's weekend.

A.

Excellent question! I'm advised by Personnel that a separate policy can usually be arranged through your current carrier in order to extend coverage for children beyond age 22. The purchase of and payment for an additional policy is a private matter between parents and the health insurance carrier. I suggest you immediately write your carrier, to obtain price quotations and to determine the actual application process for instituting such a policy. I'm told this is not a rider for your existing policy, but in fact is the acquisition of a new policy. You are correct—children are not covered beyond age 22. So I suggest you write quickly and purchase your policy immediately, before the ski season begins!

Q. Asia

During home leave my wife and I consulted a physician regarding our future family, methods of contraception for the present, etc. The topic of fecundity was raised and alluded to during the course of the interview. Of course, I'm aware of the dictionary definition, but what are your opinions

on the medical aspects of this issue? I do trust that anonymity and confidentiality are ensured with your column.

A.

Most assuredly, all inquiries to me are guaranteed absolute confidentiality. The physiologic aspects of the ability to impregnate are the crux of the issue. A woman's choice to delay pregnancy beyond age 35 because of personal, career, financial and other reasons needs to be viewed in the context of recent studies on female fertility. The consensus of these reports is that there is a decline in female fertility with age. There is also a male side of the equation to consider. Specifically, what happens to the quality of sperm as the male ages? On the female fertility side, the question is related to the quality and frequency of production of ova. Another aspect in the discussion is decreased sexual activity beyond certain ages. Though we see no precise studies to evaluate this facet, from the results of a recent study involving over 2,000 women, there seems to be a persuasive argument toward acknowledging the decreasing fertility rate for women beyond age 35. It is that aspect of the complex fecundity issue that your physician was undoubtedly pursuing with you and your wife. Your question is most difficult—there are key emotional aspects to the entire topic and surely there are no conclusive answers or recommendations. I urge you to pursue the subject with your regional medical officer or the nurse at post.

Q. WASHINGTON

For my teeth, is a water massage/pick/brush worth the additional expense? Perhaps there is a cheaper way to make sure that my gums and teeth are cleaned and massaged?

A.

Let me begin by referring to plaque, which is the bacterial film, that forms each day on a person's teeth. Each time you eat, the bacteria eat—and their waste products are acid. It is this acid, held in close proximity to the teeth and gums by bacterial film, that causes dental caries (cavities) and gum disease. To prevent this tooth decay and gum disease, then, the plaque must be removed each day. The most effective way we have discovered, and the cheapest, is simple brushing and flossing. Some people find it difficult or impossible to manipulate the brush or the floss properly. For some, the loss of teeth or the presence of bridgework may make flossing impossible. For those people, one of the mechanical aids may be justified. The aids may also be justified to motivate children (or adults for that matter). But for most of us, the brush and a length of floss is the cheapest and most effective method.

Q. WEST COAST

A member of my family has been ill with depression for many years. I understand there is a new drug for this disease. What are its advantages compared to the drugs of the past 5–10 years?

A.

The U.S. Food and Drug Administration recently approved two antidepressants for use in the United States. These particular drugs had been available and in use in Europe for the past decade. The drugs may not produce better results in depressed patients, but they may be better tolerated, and the effects of the drugs begin sooner. Generally, the antidepressant medications most commonly used, known as tricyclics, take at least two weeks before benefits of therapy can be detected. It is felt that these recently-approved antidepressants reach a therapeutic (effective) level in less than two weeks. Nevertheless, these newer medications are not a panacea. They must be administered only under the care of a physician. I suggest you consult with your family member's doctor before any major change of treatment or medication is undertaken.

Q. SOUTHERN AFRICA

I understand you have to take something else besides weekly Aralen to prevent malaria in some parts of the world. What is the new policy on this?

A.

Chloroquine (Aralen) has been the first line of defense in malaria prevention for many years. A strain of malaria resistant to chloroquine has been reported in certain parts of southeast Asia and South America, and quite recently in parts of East Africa. In specific areas where proven chloroquine-resistant malaria has been documented, we, in conjunction with the U.S. Public Health Service, recommend a combination of chloroquine plus another drug called Fansidar. Both drugs are taken on the same day at the same time—that is, weekly. Fansidar is a combination drug, one of its ingredients being sulfa. Persons allegic to sulfa cannot take this drug. An alternative effective drug, Maloprim, may be tolerated by some sulfa-allergic people. In addition, the manufacturer of Fansidar recommends that the drug not be taken by pregnant women, nor by infants under the age of two months. A key point to remember is that drugs must be taken regularly while in the malarious area, and for at least four weeks after leaving. I should emphasize that antimalarial drugs are of prime importance in the prevention of malaria. However, these drugs do not provide complete protection. Additional precautionary measures are recommended to reduce the chance of exposure: screening in houses; use of mosquito nets on cribs, beds and playpens; avoidance of unnecessary exposure to mosquitoes after sunset, particularly of arms and legs; and the use of effective insect repellent on exposed body surfaces. I urge you to review a recent "Hazard Alert" that was sent to all overseas posts in July. The document covers all aspects of this important public health issue. Chloroquine-resistant falciparum malaria is an evolving phenomenon in malarious areas. We are constantly monitoring this situation and will advise overseas posts immediately of any policy changes. □

Malaria prevention: other considerations

By Dr. Martin S. Wolfe

The author is State's tropical medicine consultant. This article elaborates on the last question-and-answer section in the "Ask Dr. Korcak" column, above.

There is increasing evidence of the presence of falciparum malaria resistant to chloroquine in certain parts of the world. With this knowledge, Fansidar, in addition to chloroquine, is now recommended for malaria prophylaxis or prevention at some posts. Fansidar should not be taken by pregnant women, by infants less than two months of age, nor by persons allergic to sulfa, since one of its components is sulfa drug.

Weekly Fansidar dosage

SCHEDULE

Adults	=	1 tablet
9 to 14 years	=	¾ tablet
4 to 8 years	=	½ tablet
1 to 3 years	=	¼ tablet
2 to 11 months	=	⅛ tablet

There is presently no time limit on the use of Fansidar—that is, the drug can be taken indefinitely.

Weekly chloroquine

DOSAGE SCHEDULE

Adults = 300 mg. base (equals 500 mg. salt). Infants and children less than 50 kg., 5 mg. base per kg.

Weekly Maloprim dosage

SCHEDULE

For those with sulfa allergies unable to take Fansidar:

Adults and children above 12	=	1 tablet
6 to 12 years	=	¾ tablet
1 to 5 years	=	½ tablet
2 months to 1 year	=	¼ tablet

In some countries Maloprim syrup may be available.

Because of possible harmful drug interactions, people taking Fansidar in addition to chloroquine should not simultaneously take the related antibiotic Bactrim or Septra (cotrimoxazole), or the antidepressant drug lorzepan (ativan). Persons with known G6PD deficiency should also be aware of the possibility, however slight, of hemolytic anemia with Fansidar and Maloprim. These drugs should be discontinued if anyone develops any type of anemia or low white blood cell count while on these drugs. It should be noted that this is an extremely rare possibility.

All of these antimalarial drugs must be taken regularly while in the malarious area, and for at least four weeks after leaving. In addition to taking preventive drugs, avoid mosquitoes and mosquito bites. Use repellents if you must be outdoors after dusk. The recommended repellent is 72% diethyl-meta-toluamide (Deet), available from Perry Point in 2 oz. bottles (Stock No. 6840-00-680-2164). Commercial Deet-based repellents are available in a liquid form, sprays and lotions. The higher concentrations provide longer protection. It is important to read the instructions on the label.

As in past malaria advisories, the Office of Medical Services recommends that primaquine be taken to prevent relapsing malaria after leaving a malarious post, and after completing the terminal four weeks of Fansidar or Maloprim with chloroquine or chloroquine alone. Prior to taking Primaquine, a test for G6PD deficiency should be done at post if possible, or in the Office of Medical Services in Washington, or on home leave. If the test is done on home leave, reimbursement for the cost ($10–$20) may be claimed as an authorized expense at the post of assignment. This test need be taken only once. If the results are normal, there is then no risk of possible hemolytic anemia from primaquine. The adult dosage of primaquine is 15 mg. base daily for 14 days. Children should take 0.3 mg. base per kilogram daily for 14 days.

Listed below are areas reported to have chloroquine-resistant falciparum malaria based on information presently available. Where vague statements are made, please be aware that this is the best available information.

Bangladesh: Areas bordering states of Assam, Meghalaya, Tripura, and Mizoram, India and Burma. No risk in Dacca.

Brazil: States in interior of country. No risk in urban areas except in Amazon River region.

Burma: All malarious areas. No risk in Rangoon and urban areas of Mandalay, Magwe, Pegu, Sagaing and Tenasserim division.

Colombia: All malarious areas. No risk in urban areas.

Comoros: All areas.

Ecuador: Provinces in interior of country bordering Colombia. No risk in urban areas.

Guyana: Areas in interior of country. No risk in urban areas.

India: States of Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland, Orissa, Tripura. No risk in urban areas.

Indonesia: East Kalimantan, Irian Jaya, Southern Sumatra. No risk in urban areas.

Kampuchea: Entire country.

Kenya: Entire country. No risk presently of resistant malaria in Nairobi itself.

Laos: All malarious areas. No risk in Vientiane.

Madagascar: All malarious areas. No risk in Antananarivo.

Malaysia: All malarious areas. No risk in cities.

Panama: All malarious areas east of Canal Zone including San Blas Islands. No risk in cities.

Papua New Guinea: All malarious areas. No reported resistance in Port Moresby.

Philippines: Luzon, Basilan,

A letter to Dr. Korcak

Ambassador wins bout with cancer; he wants to help others

The letter that follows was relayed to State magazine by Department medical director Jerome M. Korcak, M.D., with the permission of its author. The latter is a career Foreign Service officer, retired—a former ambassador who has served at posts in the Third World. He lives now in the Washington area. Though the magazine has a policy of not publishing anonymous letters, exceptions are made from time to time where medical matters are concerned.

DEAR DR. KORCAK:

As you are aware, I have been given a precious gift—a gift, so far, of six more years of life following a diagnosis of cancer in 1976. I would like to share this gift with Foreign Service colleagues, who perhaps could benefit in some way from my experience. My renewed health has been made possible by the combination of an alert Department Medical Office, skilled physicians and surgeons, affirmative support and encouragement from many quarters (especially my family) and a steadily evolving determination on my own part to meet the challenge of cancer.

During a Department physical exam prior to departure in 1968 for my next post, a potentially precancerous condition was discovered. This was carefully monitored each year until 1976, when malignancy appeared. Six weeks of radiation therapy produced total relief and remission. In 1980, however, cancer had metastasized into the bone structure. I was nearly immobilized and in great pain. This time, relatively simple surgery was indicated—so simple in a way that I could not believe that it could reverse the illness and alleviate the pain.

At this point two new elements emerged to supplement the skill of the doctors—outside support and a change in my own attitude. At the suggestion of my wife and children, I began to study the work and experiences of people like O. Carl Simonton, Linus Pauling, Tilden Edwards and Norman Cousins. They have learned that, in supplementing medical practices, individuals can fight or help control their cancer by calling on powers of the mind, on emotions and group support to help strengthen the body's own immune system to do battle with the cancer cells.

In a recent New York Academy of Medicine conference, Dr. Joan Borysenko, speaking on "fear, hope and cancer," said: "There are considerable data that point to an influence of (behavioral) factors in the course of the disease. Hopelessness, helplessness and fear correlate with decreased survival. These emotions are associated with hormonal changes that depress the activity of the immune system. The preservation of hope, the determination to fight the disease and the will to live are correlated with enhanced survival and improved quality of life."

My doctors added words of encouragement to their technical work. My wife and children (all far better informed than I regarding the links between psychosocial factors and cancer) provided strong, steady, sensitive encouragement, love and support. Friends, neighbors, our rector and others rallied 'round. I endeavored to follow advice representing a consensus of authorities—proper diet, vitamins, exercise, reduction of stress. A typical "Type A charger," I learned to follow a motto given me by my family: "Along the way, take time to smell the flowers." Steadily, my own determination to recover grew. I began to acknowledge the truth that every person must accept a certain measure of responsibility for his or her own recovery from disease.

Within three months of surgery, all pain and lack of mobility had disappeared (granting, of course, the major role of the surgery itself). Nearly two years later, I feel in vigorous health. I continue some professional activities, a range of volunteer projects, a marvelously satisfying family life and a goodly mix of golf, sailing and gardening. Whatever may eventually come down the pike, I now savour each day and am at peace with the future.

Realizing the value of the counsel I received from many sources and the support of a host of people, I now wish to share my experiences with others facing, as John Wayne said, "the Big C." I am doing some counseling with the American Cancer Society. My own doctors wish to use me in the same capacity. I have informed you, the Department's medical director, of my availability to offer messages of hope, or comfort if necessary, to any colleague in need.

Sincerely,
"GRATEFUL FSO"

Readers who want to accept this offer of assistance should write either to Dr. Korcak or to the editor of State magazine, requesting the name of the author of the letter, plus his address and telephone number.

Mindoro and Palawan Island and Sulu Archipelago. No risk in urban areas.

Solomon Islands: All malarious areas.

Somalia: Refugee camps only.

Suriname: All malarious areas. No risk in urban areas.

Tanzania: Entire country.

Thailand: All malarious areas. No risk in urban areas.

Uganda: All malarious areas.

Venezuela: All malarious areas. No risk in urban areas.

Vietnam: All malarious areas.

It is quite possible that other sections of these countries may also have chloroquine-resistant malaria which have not yet been reported. Personnel traveling to rural areas away from their post of assignment should try to specifically determine, from their health unit, local health authorities or the World Health Organization representative, whether proven or likely chloroquine-resistant malaria exists in the areas to be visited.□

Alcohol Awareness Program

Administrator says retirees are welcome

The following letter was received by the administrator of the Alcohol Awareness Program. The author's name is withheld.

DEAR MR. ADMINISTRATOR:

In the June issue of STATE, on Page 45, there appeared a letter which I was very pleased to read. I could have written it myself, as I found myself so much in concert with the experiences of the writer.

I am sure many, many retired FSOs reflect: "If the Department had only had such a program when I was there, I would have stayed longer and done better." Unfortunately that was not the case for many of us, and we took early retirement to save ourselves and the Service. What a waste!

Many retired officers, although they reside in distant cities, frequently visit Washington and drop in at the Department, either for business or a personal visit with an active staff member, at which time we would like to attend an AA meeting among the Department fellowship. I think it would be most helpful if, in a later issue, you might publish the procedure for a visiting AA FSO retiree to gain admission and find a friend. Example: at the building's entrance, what name and phone extension should be called; what days are there meetings, where and when, in the building?

On certain special occasions, such as the annual Foreign Service Day last May, it would have been a boon to have had the active support of an AA luncheon to ease the other official (drinking) functions. Besides myself, I know of several persons who made merely an 'acte de presence' at several of the luncheons, simply to avoid the drinking involvements. Of course, we know of the regular AA meetings in and about Washington, but few know how to contact the Department AAers. A word in STATE would inform a large number of retirees who are grateful for the progress made in our profession and wish to support it by personal contact.

Congratulations and thanks,

Sincerely . . .

The administrator replies: Interested retirees of the Department or any of its affiliated agencies can expect a warm welcome from the members of the AA groups which meet at State. There are two such meetings each week, on Tuesdays and Thursdays. Both meetings start at noon and last about one hour. For room locations, please call (202) 632-1843 or (202) 632-8804. Or drop by in Room 3818, the Alcohol Awareness Program office. It is one floor above the newsstand, in the lobby of the D Street entrance. If your visit to the Department occurs on some other day, call the Alcohol Awareness Program office and arrange to drop by for conversation and coffee. Your visit will be appreciated and welcome. ■

KINSHASA, Zaire—Regional medical officer *Bernard Q. Pixley*, M.D., left, receives Superior Honor Award from Ambassador *Robert B. Oakley*.

Off the Job

AN "EAT WHAT YOU BROUGHT" barbecue and a volley ball tournament highlighted an Office of Communications picnic in Prince William Forest Park. Maintenance and Logistics defeated Programs and Engineering, 2 games to 1. *(Photos by David Lindstrom)*

***Carter Brown*, with implement, looks away as *Steven M. Newberg* helps himself.**

Deputy assistant secretary *Stu Branch*, at microphone, presents trophy. Others, from left: *Keith Atkins, Chuck Parker, Stanley Baranowski, John Watson, Vance Blakely, Carter Brown, Robert Scheller, Bill Jackson, Dolores Zulian, Ronald Bostick.* ■

Personnel: Foreign Service

Appointments (July)

Carroll-Klinger, Lin, Khartoum
Davis, John B., Paris
De Ramirez, Maria Christi, Havana
Downes, Sara Sorelle, Mazatlan
Duran, Christina M., Santo Domingo
Endecott, Michael D., Accra
Evans, Catherine H., Stockholm
Farnworth, Zackra Jo, Lusaka
Ford, Doris W., Jerusalem
Greenwald, Liliana M., Mexico
Himmelberger, Peter H., Office of Security, Technical Support Branch
Johns, Joseph M., Dacca
Krage, Fred W., Moscow
Lineberry, Laura E., New Delhi
Magee, Dorothy L., Brasilia
Marciel Jr., Arthur, Paris
Molinaro, Cornelia W., Brussels
Morrow, Derrick W., Kingston
Mullin, John J., Bureau of Administration, Office of Mandatory Classification/Declassification
Nieto Del Rio, Juan Carlo, Caracas
Olvera, Dianne L., Mexico
Pollard, Ruth B., U.S. Mission to Geneva
Randolph, Catherine, Managua
Roman, Sylvia L., Quito
Sipprel, Keith A., Santo Domingo
Sutton, Joan K., Pretoria
Tabb, Evangelyn M., Caracas
Taubenfeld, Marc W., Mexico
Tom, Lucy Christina, Bucharest
Wilson, Cecily, Ndjamena

Transfers (July)

Able, Patricia J., Moscow to Seoul
Allen, Bernadette Mary, Bujumbura to Manila
Anderson, Betsy Lynn, Visa Operations, Coordination Division to Quebec
Anderson, Robert, European Affairs, Office of Security and Political Affairs to Santo Domingo
Angerer, Larry R., Muscat to Stockholm
Barber, Jonathan H., European Affairs to Rome
Barile, Gina E., Brussels to European Affairs
Barnett, Margaret A., Nicosia to Santo Domingo
Bimmerle, Diann M., Seoul to Vientiane
Bocskor, David P., Jamaica to Seoul
Chase, Peter H., Guangzhou to Bonn
Cockerill, Glenn A., Guatemala to Manila
Cook, Betty L., Cairo to Tokyo
Cook, Leroy E., Cairo to Tokyo
Cotter, Michael W., Ankara to European Affairs, Office of Southern European Affairs
Dorey, Peter J., European Affairs to Vienna
Ecton, Stephen M., Organization for Economic Cooperation and Development, Paris to Perth
Enomoto, Lawrence M., Yokohama to Naha
Foulger, Thomas Frank, Foreign Service Institute, Language Training to Ottawa
Garrison, Richard A., Foreign Service Institute, Language Training to Berlin
Goodrich III, George W., San Salvador to Ankara
Gowen III, George A., Economic and Business Affairs to Singapore
Hayes, Joseph E., Japanese Affairs to Manila
Hitchcock, John B., Mexico to Bern
Huff, Billy B., East Asian and Pacific Affairs to Hong Kong
Hunt, Janice E., Sofia to Luxembourg
Johnson, Joel B., Bangkok to Frankfurt
Kayoda, Henry S., Paris to Kuala Lumpur
Lanning, Mark G., Office of Communications to Manila
Larson, William K., Foreign Service Institute, Language Training to U.S. Mission to Geneva
Lavigne, Beverly A., Training Complement to Monterrey
Lee, Harlan Y.M., International Organization Affairs, Office of UN Political and Multilateral Affairs to Chiang Mai

ABIDJAN, Ivory Coast—At workshop for Foreign Service national employees are, back row, from left: *Shirley Norlum*, roving personnel officer; *Michel Zekpa*, Lome; *Leopold Prince-Agbodjan*, Cotonou; *Ayodeji Awofesi*, Lagos; *Uta Stern*, Abidjan; *Hyacinthe Fouancani*, Brazzaville; *Jacob Nkweta*, Yaounde; *Stephanie Johnson*, Office of Foreign Service Nationals. Front row: *Jacqueline Benitah*, Bangui; *Marie-Joe Pare*, Ouagadougou; *Comfort Benaye*, Accra; *Nicole Sabatie*, Abidjan; *Peter Morcho*, Douala; *Gaynelle Johnston*, roving personnel officer; *Mary Ann Epley*, Bamako.

GUAYAQUIL, Ecuador—At awards ceremony from left: *Vicente Flores, Alicia Fuentes, Magdalena del Campo,* **consul general** *Wade H.B. Matthews, Antoinette C. Jackson, Alexandra Vasconez, Elizabeth Powers, Jacinto Robalino, Luis Herrera.*

Lindsey, Edward G., European Affairs to Rome
Miller, Paul T., Philippines to East Asian and Pacific Affairs
Ming, Lili, Singapore to Tangier
Moore, Stephen W., Yokohama to Tokyo
Nesberg, Eileen Joan, Nairobi to Mexico
Newcomb, Jane, Near East and South Asian Affairs to Islamabad
Newland, Frank R., Office of Communications to Islamabad
Oakley, Gladys E., London to Panama
Pace, Robert S., Foreign Service Institute, Language Training to Ankara
Powell, D. Bryan, East Asian and Pacific Affairs to Singapore
Price, Hugh E., Addis Ababa to Beijing
Purnell, Jon R., Intelligence and Research, Office of Analysis for Africa to Moscow
Randolph, David E., Foreign Service Institute, University Training to Managua
Ratigan, John R., Singapore to Cairo

THANK YOU FOR CARING
GIVE BLOOD

Richtmyer, Priscilla K., Vienna to Jakarta
Rollins, Barbara Jo, Stockholm to Cairo
Schill, James A., Refugee Programs to Kuala Lumpur
Simmons, Gary R., East Asian and Pacific Affairs to Bangkok
Smallwood, William G., Near East and South Asian Affairs to Rome
Smith Jr., George R., Dusseldorf to Panama
Smith Raymond Vaughn, Damascus to Kuala Lumpur
Smolik, Robert J., Paris to European Affairs, Office of Western Europe
Sommers, Charles L., Frankfurt to Bangkok
Straus, Ulrich A., Naha to East Asian and Philippines Affairs
Sveda, Russell J., Garmisch to Moscow
Swain, Levia F., Karachi to Rome
Tobias, Barbara J., Foreign Service Institute, University Training to Hong Kong
Tucker, Carl A., Antananarivo to Paramaribo
Ubrich, Wayne F., Leningrad to Jerusalem
Vogel, Lynn, Beijing to Seoul
Wadleigh, Susan R., Berlin to Mexico
Walter, Shirley M., Iceland to European Affairs
Warner, John P., Tokyo to Monrovia
White, Jeffrey S., Foreign Service Institute, Language Training to Bern
Wood, Stanley D., Kingston to Paris
Wythe, Evelyn A., Nassau to Laredo

Resignations (July)

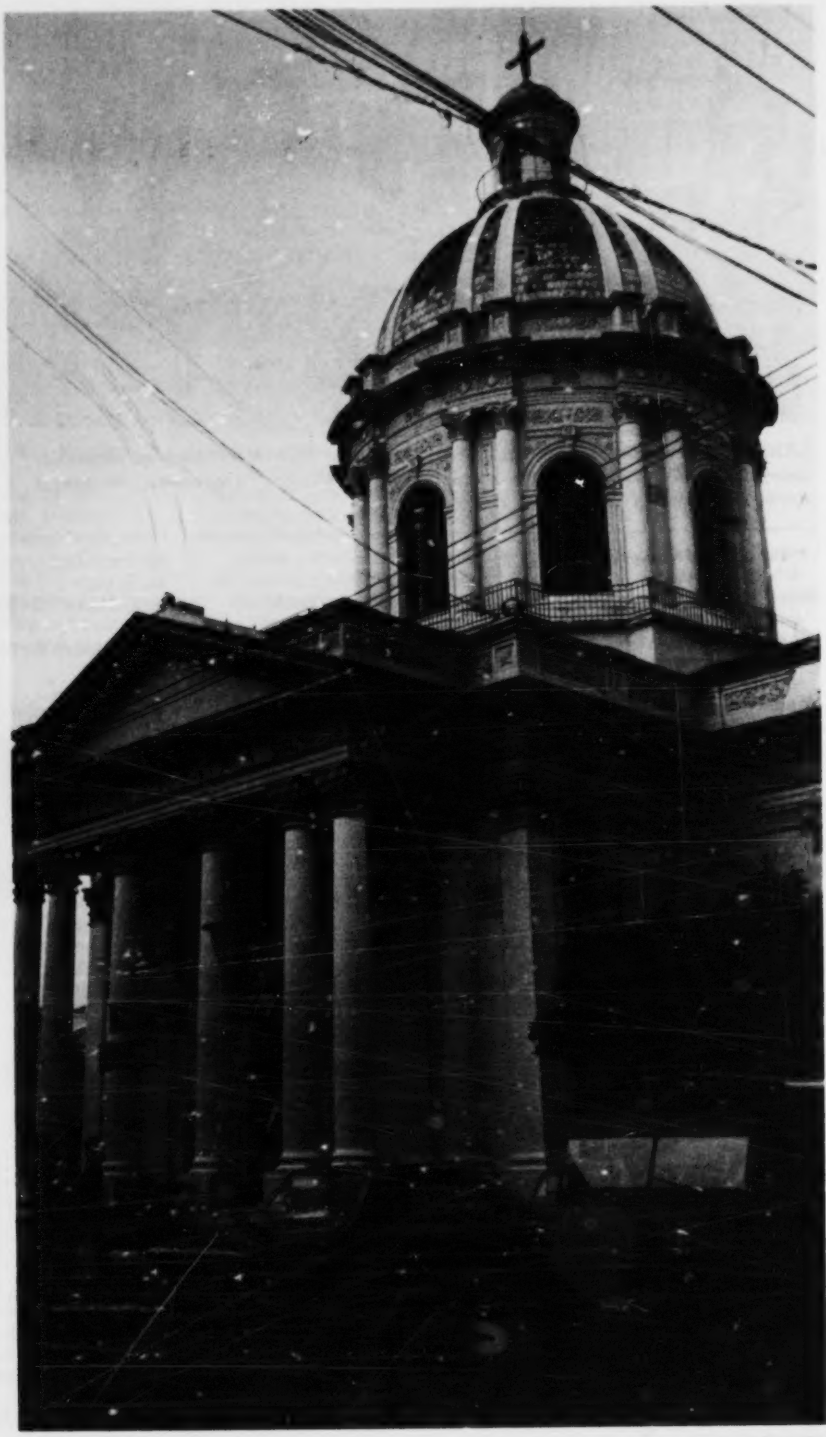
Chornyak, William Michael, Moscow
Fox, Ruth Silver, U.S. Sinai Field Mission
Gorlin, Jacques J., Office of the Under Secretary for Economic Affairs
Hauben, Robert I., Office of Assistant Medical Director for Mental Health, Alcohol and Drug Abuse
Johnson, Wyatt B., International Narcotics Matters
Leclair, Nancy, Zaire
Mathias, Glenn E., Medical Services
McIlvaine, Stevenson, Bureau of Personnel
Petras, Ross, Saudi Arabia
Randall, Lawrence W., Office of Security, Technical Services
Sargent, William P., Stockholm
Schaeffer, John M., Egypt
Smith, Lewis Curtis, International Communication Agency
Tatum, Robert M., Montevideo
Treichel, James A., Economic and Business Affairs, Office of Maritime Affairs
Turner, Deborah H., Lagos
Yost, Robert L., Santo Domingo

Retirements (July)

Buchans Jr., Jesse J., Office of Communications, Maintenance and Logistics Division
Clift, George W.F., Tegucigalpa
Friedman, Gerald A., Abidjan
Gustafson, Thomas, Inter-American Affairs
Hitchcock, Wilbur W., Inter-American Affairs
Holbrook, Wallace F., Special Domestic Assignment Program
Hylaman, Roy E., Office of Communications, Communications Center Division
Johnson, Charles K., Milan
Johnston Jr., Ernest B., Economic and Business Affairs
Lloyd III, John, Refugee Programs
Logan, Alan, African Affairs
McBane, Susan C., Bangkok
Owen, Richard B., Bureau of Personnel
Person, Artis E., Tegucigalpa
Schultz, Leroy R., Frankfurt
Sinn, Melvin E., Inter-American Affairs
Thompson, Jane E., Office of Communications, Communications Center Division
Wilds, Charles R., Medical Complement
Zachary, Dan A., African Affairs■

Post of the Month: Asuncion

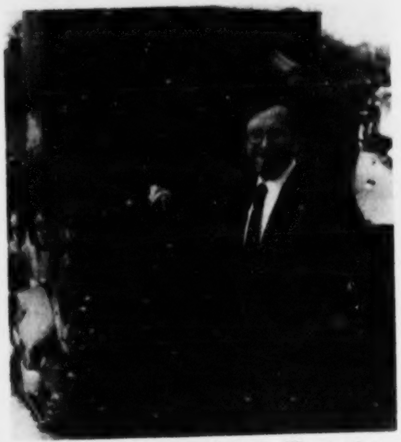
IN THE HEART of South America, in the landlocked nation of Paraguay, is the U.S. embassy at Asuncion—whose employees and family members are the latest to be featured here, in STATE's continuing series. *(Photos by Donna Gigliotti)*



El Panteon de los Heroes.

***Debbie Paolini*, a secretary, shops at a local market.**

A street in the main part of the city.



Roger McGuire, a political officer, at a war memorial near the center of town.

Plaza
Mcal Francisco
Solano López

A monument near the center of town.

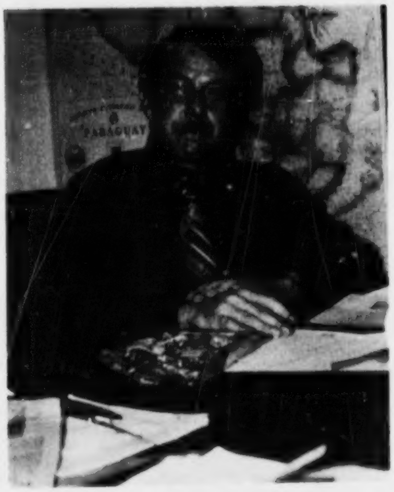
Oscar Corvison receives "Outstanding Peace Corps Volunteer of the Year" award. From left: AID director *Abe Peña*, Mr. Corvison, deputy chief of mission *Ford Cooper*, and Peace Corp co-director *John Heard*.

Political officer *Robert Luaces*, on a street corner in the main part of town.

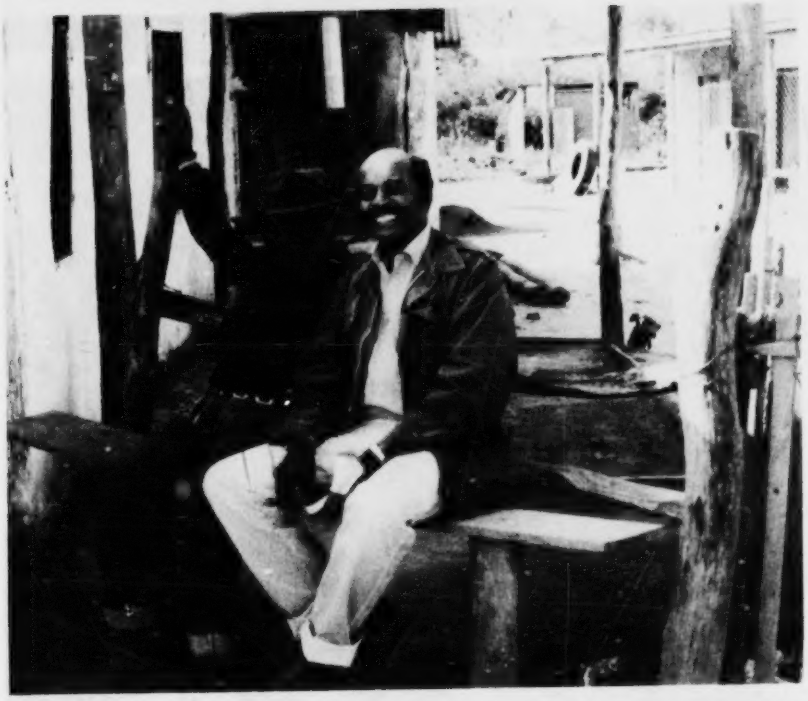
Boarding boat for a two-day excursion to Concepcion, in northern Paraguay, are (on plank) personnel officer *Ann Cromwell* (holding bundle), secretary *Flo Cox*, Mrs. Cromwell's son, *Tim*.

Foreign Service national employees, from left: ***Otilia Haywood, Pedro Martinez, Christine Orleanu*** **(seated),** ***Elfiria Bogado, Arnaldo Perez, Isabel Kallsen.***

Economic officer ***Jim Reilly*** **and public affairs officer** ***Donna Ogelsby.***



Consular officer ***Ed Glowen.***



Franklin English**, administrative officer, with a cowboy from the Chaco region. (*****Photo by Eva Sivera*****)**

At a fishing spot about a half hour away are communicator *Dick Chociey,* his wife and children.

Embassy nurse *Luz Guerrero.*

Members of Grupo Choral Americano, back row, from left: *Gladys Levi Ruffinelli, Janet Neffa, Liz Crawford, Leslie Wilker, Atsuko Ando.* Front: *Norma Simpson, Liz Organ, Norma Price, Jane Rouch, Ruth Chang.*

Blair Cooper, AID, center, his son _Jay_ and wife _Itzel_, at left, and his parents _Albert_ and _Gloria Cooper_, at right.

General services officer _Douglas Rohn_, right, with driver _Ramon Urdapilleta_.

Marine security guard _Eric Moberg_.

Marine security guard *Francis X. Martin* and *Arnold Tovar* at a practice session of Grupo Choral Americano.

Ruth Hammel, wife of communicator Richard Hammel, bakes and decorates cakes for special occasions.

On a tour of the city, embassy people visit a church. ■

Personnel: Civil Service

Promotions (July)

GG-4

Accetturi, Anthony Paul, U.S. Mission to the United Nations

GG-7

Cavallaro, Marie E., U.S. Mission to the United Nations

GM-14

Orzell, Kenneth R., Office of Security, Investigations Branch

Shaw, Sandra, Intelligence and Research, Cartography Division

GS-3

Argent, Twila, Passport Office, Houston

Bowman, Paula Lunita, Passport Office, Houston

Quarles, Donald P., Management, Office of Executive Director

Ward, Denise Ann, Passport Office, Houston

GS-4

Beach, Dana E., Foreign Service Institute

Bowlding Jr., Lawrence F., Oceans and International Environmental and Scientific Affairs

Calhoun, Chenobia C., Congressional Relations

Delahanty, Dorothy A., Office of Press Relations

Scrimshaw, Robert Dale, Visa Operations, Office of Public and Diplomatic Liaison

Tomberlin, Mark D., Office of Legal Adviser

Williams, Shirley Ann, Passport Operations, Office of Program Support

Williams, Teresa Elizabeth, Visa Operations, Office of Field Support and Liaison

GS-5

Collier, Shelly A., Bureau of Personnel, Office of Recruitment, Examination and Employment

Corbett, Curtis, Office of Comptroller, Office of Financial Operations

Crockett, Karen G., International Organization Affairs, Office of Administrative Services

Dale, Linda M., Visa Operations, Office of Public and Diplomatic Liaison

Ellis, Lula J., Consular Affairs, Office of Citizens Consular Services

Hayden, Theresa A., Office of Security, Security Updating Branch

Ledbetter, Lois Anne, Inter-American Affairs, Office of Andean Affairs

Lee, Nathea Cousar, Bureau of Public Affairs, Office of Public Communication

Lopatofsky, Sandra A., Foreign Affairs Information Management Center

Wallace, Freddie C., Intelligence and Research, Office of Analysis for Western Europe

Williams, Gladys E., European Affairs, Office of the Director for Central Europe

GS-6

Bryant, John W., Office of Comptroller, Office of Financial Operations

Coleman, Brenda R., Office of Comptroller, Office of Financial Operations

Gill, Avery V., Refugee Programs

Hickerson, Gladys, European Affairs, Office of the Director for Soviet Affairs

Mangum, Trilla W., Politico-Military Affairs, Office of Security Assistance and Sales

Nesbit, Shirley A., Refugee Programs

Suter, Frances E., Foreign Service Institute

Thorne, Denitra R., Foreign Affairs Information Management Center

Tingle, Lydia W., East Asian and Pacific Affairs, Office of Regional Affairs

GS-7

Adams, Ashley A., Office of Supply, Transportation and Procurement

Bjorndahl, Debra Elizabeth, Information Systems Office, Systems Design and Programming Division

Bobby, Wayne S., Economic and Business Affairs, Office of Executive Director

Case, Kathleen J., Economic and Business Affairs Office of Energy Producer/Country Affairs

Connors, Brenda L., Office of Chief of Protocol

Exler, Randee Sue, Foreign Affairs Information Management Center

Harris, Delores C., Refugee Programs

Putnam, Dawn Marie, Operations Center

Sennewald, Nancy A., Passport Office, Stamford

Stern, Eve Center, East Asian and Pacific Affairs, Office of the Director for Indonesia, Malaysia, Burma and Singapore

Stone, Mary Susan, Inter-American Affairs, Office of Executive Director

GS-9

Burton, Pamela A., Oceans and International Environmental and Scientific Affairs, Office of Deputy Assistant Secretary for Nuclear Energy and Energy Technology Affairs

Dlouhy, Susan A., Foreign Affairs Information Management Center

Hogg, Christine K., Passport Office, Seattle

Kirk, Mary Catherine, Public Affairs, Office of Public Programs

Koenig, Gretchen Louise, Bureau of Administration, Allow-

FOREIGN SERVICE INSTITUTE—Graduates of the June clerical orientation class, seated, from left: *Dorothy Meade, Irene Mazur, Benjamin Hardy, Benjamin Cahan, Leslie Woodzell, Ruby Watkins, Jeannie Chick.* **Standing:** *Jessie Colson* **and** *Donna Garrett* **(faculty),** *Regina Hewlett, Alberta Manley, Sharon De Lay, Annette Kramer, Helen Gross, Shirlinda Thomas, Cheryl Williams, Wanda Smarr.*

ances Staff

Lilly, Dililah S., Office of Chief of Protocol

Steuart, Darnall C., Foreign Affairs Information Management Center

GS-11

Dadamio, Gregory J., Bureau of Personnel, Civil Service Career Development and Assignments

Gallery, Deirdre E., Foreign Affairs Information Management Center

Jackson, Celeste A., Foreign Affairs Information Management Center

Kurland, Penney S., Foreign Affairs Information Management Center

Paschall, Mary E., Foreign Affairs Information Management Center

Smith, Lister, V., Foreign Affairs Information Management Center

Thomas, Cheryl Kathleen, Bureau of Personnel, Civil Service Career Development and Assignments

GS-12

Cline, Ruth E. Harwood, Bureau of Administration, Office of Facilities Management and Administrative Services

Gerardi, Marie Catherine, Office of Chief of Protocol

Hajost, Scott A., Office of Assistant Legal Adviser for Oceans, Environment and Scientific Affairs

Luszcz, Veda R., International Organization Affairs, Office of U.S. Budgetary Presentation and Payments

Myers, Laura K., Bureau of Administration, Office of Facilities Management and Administrative Services

GS-13

Alley, Gary J., Office of Communications, Communications and Planning Engineering Division

Hughes Jr., Charles, Office of Comptroller, Financial Operations

GS-14

Moss, Frank E., Refugee Programs

GS-15

Steinberg, Eleanor B., Oceans and International Environmental and Scientific Affairs, Office of Nuclear Technology and Safeguards

WG-5

Brown, Kenneth Columbus, Office of Supply, Transportation and Procurement

WI-8

Harris, Sheron, Foreign Affairs Information Management Center

Sanders, Harry L., Foreign Affairs Information Management Center

WI-9

Hall, Jonathan E., Foreign Affairs Information Management Center

WI-12

Bynum, Willie J., Foreign Affairs Information Management Center

Appointments (July)

Abdalla, Shauna, International Organization Affairs, Office of International Development

Abney, Laura Juanita, Passport Office, Los Angeles

Albamonte, Elena M., Public Affairs, Office of Public Communications, Editorial Division

Alexander, Laura Ann, Consular Affairs, Office of Citizen Services

Alhambra, Christopher C., Bureau of Personnel, Office of Management

Anderson, James Furney, Bureau of Administration, Office of Mandatory Classification/ Declassification

Andrews, Paulette, Passport Office, New York

Baer, Christa Marie, Bureau of Administration, Office of Facilities Management and Administrative Services

Baer, Diane L., Bureau of Personnel

Baicker, Diane B., Oceans and International Environmental and Scientific Affairs, Office of Executive Director

Balderas, Christine, Bureau of Personnel, Office of Management

Bell, Melissa Ann, International Organization Affairs

Berrett, Robin Marie, Consular Affairs, Office of Management and Administration

Bickel, Susan J., Bureau of Administration, Office of Communications

Blandford, Kristin A., East Asian and Pacific Affairs, Office of Executive Director

Boyd, Janice M., Office of Small and Disadvantaged Business Utilization

Brager, Stephen Merz, Office of Supply, Transportation and Procurement

Brooks, Cheri Denise, Passport Office, Seattle

Bryant, Penelope Lucinda R., Passport Operations, Office of Program Support

Burgos, Mercedes M., U.S. Mission to the United Nations

Burke, Margaret M., Executive Secretariat

Butler, Marsha Arlene, Passport Office, Chicago

Butler, Osvena Angela, Visa Operations

Caulfield, Arminda R., Foreign Service Institute

Clemons, Jacqueline Marie, Bureau of Personnel, Office of Management

Cook, Tracy K., Politico-Military Affairs, Office of Executive Director

Cooper, Derrick James, Passport Office, New York

Curtis, Celia D., Bureau of Personnel

Danz, Caryn B., East Asian and Pacific Affairs, Office of Executive Director

Darnell, Donna L., Bureau of Administration, Office of Mandatory Classification/ Declassification

Davidson, Natalie M., Foreign Service Institute, Administrative Services

Davis, Sheila B., Bureau of Personnel

Davis, Shirelle Denise, Passport Office, Los Angeles

CLOSE COVER AFTER USING!
BASEBALL POOL
XEROX
C.S. '82

"Why do they always bring in these big rush jobs at 5 on Friday?"

Defafelo, Carol A., Office of Equal Employment Opportunity and Civil Rights

Ellis, Elizabeth L., East Asian and Pacific Affairs, Office of Executive Director

Elow, Darryl Anthony, Passport Office, Boston

Fielders Jr., Pearl D., Passport Office, Boston

Fischer, Diane L., Near Eastern and South Asian Affairs, Office of Executive Director

Fitzpatrick, Mary E., Information Systems Office, Systems Design and Programming Division

Fleming, Edith Michele, Near Eastern and South Asian Affairs, Office of Executive Director

Frazier, Rogers, Passport Office, Chicago

Gabrielson, Linda Hedvig, U.S. Mission to the United Nations

Gallent, Rochelle Louie, Foreign Service Institute, Administrative Services

Garner, Gladys Idell, Inter-American Affairs, Office of the U.S. Mission to the Organization of American States

Gerwig, Kim Leigh, Office of Comptroller, Office of Financial Operations

Gild, Mimi Emma, Consular Affairs, Overseas Citizen Services

Goodby, Sarah Walcott, Foreign Affairs Information Management Center

Groeneweg, Yvonne E., Executive Secretariat

Gumenuk, Daniel P., Near Eastern and South Asian Affairs, Office of Executive Director

Hamilton, Shannon, Passport Office, Chicago

Happe, Giuseppina M., Foreign Service Institute

Heavner, Theodore J. C., Bureau of Administration, Office of Mandatory Classification/Declassification

Hemaidan, Leila S., Diplomatic Pouch and Courier Division

Hick, Irvin, African Affairs, Office of Executive Director

Hicks, Colette M., Bureau of Personnel

Hill, Yvette R., Executive Secretariat

Hockaday, Margaret Ann, Passport Office, New York

Hodell, Evelyn Faye, European Affairs, Office of Executive Director

Hogan, Adrienne Theresa, Passport Office, San Francisco

Hopkins, Kim, Passport Office, Chciago

Hughes, Mary Rose, Oceans and International Environmental and Scientific Affairs, Office of Environment, Health and Natural Resources

Hughes, Richard A., Foreign Service Institute

Jackson, Elaine Denise, Passport Office, Boston

Jackson, Franklin David, Bureau of Personnel, Office of Management

Jackson, Valerie R., Bureau of Personnel

Jeffery, Angela A., Bureau of Administration, Visual Services

Jeffery, Sandra Ann, Passport Office, Los Angeles

Johnson, Sandra Lynn, Passport Office, Los Angeles

Johnson, Timothy Russell, Bureau of Administration, Office of Facilities Management and Administrative Services

Jones, David, Intelligence and Research, Intelligence Coordination

Jones, Ena Yvette, Passport Office, Los Angeles

Justice, Delores, Passport Office, Washington

Kister, Elizabeth J., Bureau of Administration, Office of Mandatory Classification/Declassification

Knepper, Christopher S., Information Systems Office, Systems Design and Programming Division

Knorr, Suzann Lee, Visa Operations, Office of Public and Diplomatic Liaison

Krips, Charles G., Foreign Buildings Office

Lackey, Katherine C., Office of Supply, Transportation and Procurement

Larson, Mary Katherine, Inter-American Affairs, Office of Executive Director

Leaphart, John Russell, Inter-American Affairs, Office of Executive Director

Leathem, Paul, Executive Secretariat

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Lindsay, Susan E., Passport Office, New York

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Maciver, Laura, Bureau of Administration, Office of Personnel Management

Matos, Nelson, Passport Office, New York

Matthews, Labella H., Diplomatic Pouch and Courier Division

Maurer, Hans Christian, Passport Office, Stamford

McGowan, Janice M., Family Liaison Office

McManus, Patrick J., Medical Services, Office of Executive Director

McNeill, Monica Joy, Economic and Business Affairs, Office of Executive Director

McMahon, Kathryn A., Near Eastern and South Asian Affairs, Office of Executive Director

McMillian, Cortillia Renee, Passport Office, Seattle

McNeil, Pamela Vaughnita, Office of Communications

Milton, Michele Edith, Passport Office, New York

Misey, Johanna L., International Organization Affairs, Office of Administrative Services

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Morita, Susan, Bureau of Personnel, Office of Management

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Morrison, Fred L., Office of Legal Adviser

Morrow, Christina Noelle, Consular Affairs, Office of Executive Director

Mosley, Russell Dwayne, Passport Office, New York

Naranjo, Marcia Yolanda, Consular Affairs, Office of Overseas Citizen Services

O'Brian, Carol Ann, Foreign Service Institute, Administrative Services

Palma, Enrique M., Foreign Service Institute

Paxton, Michael D., Diplomatic Pouch and Courier Division

Petitt, Phuong Dung Le, Passport Office, San Francisco

Pillsbury, Carol Jane, Bureau of Administration, Information Systems Staff

Pina, Jeannette C., Bureau of Personnel, Office of Management

Pitts, Audrey Denise, Passport Office, New York

Pitts, Muriel Arleen, Passport Office, New York

Pleasants, David L., Bureau of Administration, Personnel Management Division

Plotkin, Lisa H., Executive Secretariat

Pollak, Suzette L., Congressional Relations

Powell, Jeannie, Passport Office, Chicago

Powis, Patricia M., Bureau of Administration, Personnel Management Division

Ratliffe, Jerome Anthony, Passport Office, Chicago
Redman, Michael Gregory, Passport Office, Stamford
Richardson, Michael, Passport Office, Chicago
Sanchez, Maria Esther, Passport Office, Chicago
Scheiber, Lynda M., Executive Secretariat
Scoggins, Leticia Estelle, Passport Office, Philadelphia
Shepherd, Cheryl Ann, Executive Secretariat
Sheridan, Michael Hugh, Consular Affairs, Office of Management and Administration
Small, Yolanda M., Passport Office, New Orleans
Smith, Devi Renee, Passport Office, Miami
Snidle, Giovanni A., Inter-American Affairs, Office of Executive Director
Snipes, Charles Harrison, Passport Office, Seattle
Sorbello, Marie E., Bureau of Public Affairs, Office of Executive Director
Starns, Joy M., Bureau of Personnel
Stephan, Brenda Ann, International Narcotics Matters
Stoll, Anthony John, Passport Office, Chicago
Sullivan, Karla J., Passport Office, Seattle
Sussman, Randi M., Executive Secretariat
Swinton, William J., Bureau of Personnel, Office of Management
Thibodeau, Alfred Bryan, Diplomatic Pouch and Courier Division
Thomas, Darlene, Executive Secretariat
Thompson, Janice M., Operations, Office of Supply, Transportation and Procurement
Toomey, Colleen Ann, Language Services Division
Trask, Julianne Lee, Visa Operations
Ty, Diane Leslie, Bureau of Personnel, Office of Management
Via, Kimbeley A., Executive Secretariat
Wahl, Theodore A., Bureau of Administration, Office of Mandatory Classification/Declassification
Warren, Yolanda Y., Passport Office, San Francisco
Wasko, Laura Kay, Intelligence and Research, Cartography Division
Weitz, Richard, Inter-American Affiars, Office of Executive Director
Wideman, Jackie Nadine, Passport Office, Chicago
Williams, Ernestina F., Foreign Service Institute
Williams, Muriel V., Passport Office, New York
Wilson, Gregory Keith, Passport Office, Chicago
Winter J., Jeffrey Shaw, Diplomatic Pouch and Courier Division
Wray, Jennifer Marie, Passport Operations
Young, Tanya Nokomis Ruth, Foreign Buildings Office, Office of Executive Director
Zettle, Randall Jay, Inter-American Affairs, Office of Executive Director

Reassignments (July)

Fisher, Paul W., Economic and Business Affairs, Office of International Commodities to Facilities Management and Administrative Services
Gompert, David C., Politico-Military Affairs, Office of Security Policy and Operations to Office of Under Secretary for Political Affairs
Guillory, Mildred H., Intelligence and Research, Office of Economic Analysis to Office of Communications, Diplomatic Mail and Pouch Branch
Hitt, Tracy B., Passport Operations to Foreign Service Institute
Holloman, Susan, Passport Operations to Consular Affairs, Office of Management and Administration
Louison, Shirley, Office of Equal Employment Opportunity and Civil Rights to Office of Medical Services
Mayo, Vondell V., Foreign Buildings Office to Bureau of Administration
Rogers, Georgia A., Passport Operations to Passport Office, Philadelphia
Sarkis, Saadia E., Office of Assistant Legal Adviser for Inter-American Affairs to Secretariat Staff
Tomberlin, Mark D., Administrative and Clerical Pool to Office of the Legal Adviser

Resignations (July)

Arrivas, Alejandro J., Passport Office, San Fransisco
Barnes, Kevin B., Foreign Affairs Data Processing Center
Beavan, Gayleen Marie P., International Organization Affairs, Office of the Secretariat to U.S. National Committee for UNESCO
Clifford, Maria K., Consular Affairs, Office of Management and Administration

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The attached Book Voucher is exclusively for your use,

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A mailing from a commercial book club was addressed, as shown above, to that well-known Foggy Bottom character, "Dept Of State." If you happen to run into good ol' Dept, please advise him that the editor is holding his letter for him in Room B-266. In the meantime, would you care to recommend four books for Dept to read? Fill in the blanks and return them with your name, and your office or post, to "Editor, DGP/PA, Room B-266, New State." (You needn't send $2.)

Cote', Kimberlee K., Passport Office, Seattle

Darling, Catherine M., Passport Office, Boston

Di Luzio, Mary Ann, Passport Office, Boston

Ellquist-Bianchi, Stephani, Foreign Affairs Information Management Center

Ely, Helen K., Facilities Management and Administrative Services

Emmert, Deborah L., Foreign Service Institute

Fadel, Raymond T., Economic and Business Affairs, Office of Executive Director

Francini, Emilietta, Foreign Service Institute

French, Dorothy E., Office of the Deputy Secretary of State

Funkhouser, Richard, Bureau of Administration, Office of Mandatory Classification/Declassification

Golinowski, Bernadette, Executive Secretariat

Gunter, Maggie Louise, Passport Office, Washington

Harvin, Paris L., Foreign Affairs Information Management Center

Hearn, Roger Daniel, Office of the Under Secretary for Management

Hill, Yvette R., Executive Secretariat

Homer, Valerie J., Passport Office, Stamford

Hopkins, William G., Office of Communications, Diplomatic Mail and Pouch Branch

Huffman Jr., Bobbie W., Passport Office, Washington

John, Eric G., Intelligence and Research, Trade, Investment and Payments Division

Johnson, Cynthia P., Passport Office, Washington

Kimbrew, Alicia M., Passport Office, Chicago

Lauderdale, Michael H., Foreign Affairs Information Management Center

Lesko, Kathryn E., Passport Office, New York

Lindberg, Marjorie B., Economic and Business Affairs, International Resources and Food Policy

Lowry, George D., Passport Office, Houston

Martin, William F., Office of the Under Secretary for Economic Affairs

McCain, Delois D., International Organization Affairs, Office of UN Political and Multilateral Affairs

McDonald, Theresa A., Passport Office, Washington

Misey, Johanna L., International Organization Affairs, Office of Administrative Services

Morris, Diana L., Office of the Assistant Legal Adviser for Human Rights

Morris, Richard C., Office of the Deputy Secretary of State

Murtha, Martha M., Congressional Relations

O'Leary Jr., Jeremiah A., Office of the Deputy Secretary of State

Olson, Jennifer M., Passport Office, Washington

Parker, Marie J., Office of Communications, Communications Training Division

Parker, Steve Earl, Passport Operations

Patterson, Ethel M., Passport Office, Houston

Pennix, Horace D., Foreign Affairs Information Management Center

Sears, Patricia Tara, Congressional Relations

Simmons-Gray, Sheryl, Passport Office, Los Angeles

Sorrento, Lauren Mary, Passport Office, Boston

Sullivan, Helen C., Passport Operations

Taylor, Roxanne E., Passport Office, Boston

Todd, Evelyne J., Oceans and International Environmental and Scientific Affairs, Office of Executive Director

Trezevant, Christina E., Passport Office, Boston

Veno, Donna L., Passport Office, Boston

Waldrop, Sharol A., Passport Office, Los Angeles

Washington, Romaine R., Passport Office, Washington

Weiner, Robert Edward, Congressional Relations

Wilkinson, Elaine, Passport Office, Philadelphia

Wolff, Evelyn C., Passport Office, Boston

Retirements (July)

Gaskins, Carnetta N., Passport Office, Washington

Ingalls, Edith M., Oceans and International Environmental and Scientific Affairs

Morgan Jr., Robert, Office of Communications, Mail and Delivery Section■

BUREAU OF PERSONNEL—*Terance W. Pulley*, left, a student employee in the Office of Performance Evaluation since November 1980, receives cash performance award from *Alfred Q. Carroll III*, chief of Reports Division.

Schedule of courses at Foreign Service Institute

Program	Oct.	Nov.	Dec.	Length of course
Administrative training				
*Administrative CORE	4,25	29	—	3 weeks
General Services Operations	25	15	—	3 weeks
Personnel Operations	—	15	—	2 weeks
Budget and Financial Management	25	15	—	6 weeks
**Coping with Violence Abroad	4, 24	1,8 22	6,20	1 day
**Prerequisite before taking GSO, PER and B & F*				
***(This course used to be available on a walk-in basis. You must now register.)*				
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			6 months
Nationality Law and Consular Procedure	Correspondence course			6 months
Overseas Citizens Services	Correspondence course			6 months
Advanced Consular Course	—	1	—	3 weeks
Consular Employees' Professional Seminar	—	29	—	2 weeks
Economic and commercial training				
Information Systems Manager Training	—	1	—	3 weeks
Executive development				
*Advanced Television Workshop	—	—	9	3 days
Executive Performance Seminar	3	14	—	5 days
Supervisory Studies Seminar	24	—	5	5 days
Executive EEO Seminar	26	30	—	1 day
*Overseas Supervisory Workshop	—	14	—	5 days
** By invitation only*				
Political training				
Executive Congressional Relations	4	—	—	1 week
National Security and Arms Control	—	15	—	5 days
Orientation				
Orientation Program for Foreign Service Personnel	18	—	—	5 days
The Department Officer Orientation Program	18	—	—	2 days
Foreign Service Secretarial Training	25	—	—	5 days
Departmental Clerical Orientation	4	15	—	5 days
Orientation for Foreign Service Officers	?	—	—	6½ wks
***Secretarial workshops**				
First-Time Ambassador's Secretary's Briefing	Individual			4 hours
FOREIGN SERVICE ONLY: Workshop in the Preparation of Travel Vouchers	Individual lab			4 hours
Stenography Laboratory (Advanced)	Individual lab			4 hours
Department Correspondence, Diplomatic Notes and Other Forms of Communication	Individual lab			4 hours
**Arranged on individual basis (self-paced, instructor-monitored)*				
Clerical skills				
Stenography Laboratory	12	—	—	9 weeks 72 hours
Typewriting Laboratory	12	—	—	9 weeks 72 hours
Communications skills				
Speech and Oral Communication	5	—	—	30 hours
English and Communications Skills	—	15	—	30 hours
Reading Dynamics	18	—	—	20 hours

—(Continued on next page)

State will pay for some courses at universities

The Foreign Service Institute is inaugurating the 1982 fall session of its University After-Hours Study Program. The purpose is to provide employees with training to increase their usefulness to the Department.

Employees may apply for State sponsorship of evening courses offered by accredited schools near their post. Under special circumstances, courses may be taken during work-hours, if approved by the employee's supervisor and bureau executive director, provided the workweek remains not less than 40 hours. To the extent funds permit, the Department will pay full tuition for all *approved* courses, which must be taken for credit. Students who withdraw after enrollment for other than official reasons, or who fail to make a passing grade, will be required to pay the cost of the course.

All applications for sponsorship must be received at the institute with a completed Form DS-755, signed by the bureau training officer, two weeks prior to the registration date for the course. The forms are available from the training officers. Applicants should be sure to obtain the revised form (dated 11/20/75) for either Foreign Service or Civil Service. All applicants will be advised of the action taken on their requests. In recent years, it has been possible, normally, to finance only one course per semester per student, because of budget limitations.

Further information may be obtained from the Extension Studies Program, Office of the Registrar, B-Level, SA-3, telephone 235-8764 or 235-8765. □

Rapid reading training

A 20-hour rapid reading course will be offered at the Foreign Service Institute on Mondays and Fridays, 1 to 3:30 p.m., October 18–November 12. Class size will be limited to 22 persons.

first-come first-served. Employees at FO–5 and above and their GS equivalents are eligible. For information, call 235-8765 or 235-9404.□

Scholarship, merit award forms to be available

Application forms for two scholarship programs, both sponsored by the American Foreign Service Association and the Association of American Foreign Service Women, will be available in October. Deadline for submission of the applications is February 15.

Both programs are open to dependent children of Foreign Service personnel who are serving or have served abroad in U.S. Government agencies operating under the Foreign Service Act. High school seniors may apply for $500 merit awards, based on "academic excellence and outstanding achievements in extracurricular activities." There are also financial aid scholarships for undergraduate study, based on need, ranging from $200 to $2,000.

Forms may be obtained from Dawn Cuthell, AFSA, 2101 E Street N.W., Washington, D.C. 20037. Students may apply for either or both programs, but new applications must be submitted each year. Membership in the sponsoring associations is not required. □

53 in 2d mid-level class are graduated

Fifty-three officers constituting the second class in the Department's Mid-Level Professional Development Program were graduated in ceremonies July 9 in the Benjamin Franklin Room. The graduates had participated in 20 weeks of intensive studies at the Foreign Service Institute. They selected one of their number, Frances Wurlitzer, to speak for them at the ceremonies, and to present class achievement awards. Since that time, the third mid-level class has begun. The 53 in the second class, listed with their onward assignments where this

—(Continued from preceding page)

Program	*Oct.*	*Nov.*	*Dec.*	*Length of course*
Secretarial skills				
Human Relations and Secretarial Office Procedures	4	—	—	24 hours
Courses for managers				
Reading Development Skills	18	—	—	20 hours
Advance Writing for Senior Managers	4	—	—	22 hours
Effective Oral Communications for Managers	21	—	—	15 hours
Effective Writing for Managers	5	—	—	20 hours
Area studies				
Africa, Sub-Sahara	4	15	—	2 weeks
Western Europe	4	15	—	2 weeks
People's Republic of China	18	—	—	2 weeks
East Asia	—	15	—	2 weeks
Eastern Europe and USSR	4	15	—	2 weeks
Latin America	4	15	—	2 weeks
Near East and North Africa	4	15	—	2 weeks
South Asia	—	15	—	2 weeks
Southeast Asia	4	15	—	2 weeks
Overseas Briefing Center				
Two-Week Family Workshop	25	—	—	2 weeks
Re-Entry (Saturday)	23	13	—	1 day
Re-Entry (Evening)	13	17	—	1 day
Re-Entry (Monday)	4	—	—	1 day
English Teaching Seminar	18	—	—	1 week
Career Counseling Seminar	5	—	—	4 days
Community Skills Seminar	—	29	—	1 week
Language and advanced area courses				
French	18	29	—	20 weeks
German	—	29	—	20 weeks
Italian	—	29	—	20 weeks
Portuguese	—	29	—	24 weeks
Spanish	18	29	—	20 weeks
Familiarization and short-term (FAST) courses				
French (Metrop.)	18	29	—	10 weeks
French (Sub-Sah.)	18	29	—	10 weeks
German	—	29	—	10 weeks
Italian	—	29	—	10 weeks
Polish	18	—	—	6 weeks
Portuguese (L.A.)	—	29	—	10 weeks
Portuguese (Eur.)	—	29	—	10 weeks
Spanish (Eur.)	18	29	—	10 weeks
Spanish (L.A.)	18	29	—	10 weeks
Turkish	18	—	—	6 weeks
Early morning language classes [1]				
Chinese (Standard) [2]	4	—	—	17 weeks
French [3]	4	—	—	17 weeks
German [3]	4	—	—	17 weeks
Italian [3]	4	—	—	17 weeks
Portuguese [3]	4	—	—	17 weeks
Russian [2]	4	—	—	17 weeks
Spanish [3]	4	—	—	17 weeks

1—October 4 start; ends February 11.

2—MLAT score of 60 or better or previous language experience required for beginners (see early morning announcement for details).

3—MLAT score of 50 or better or previous language experience required for beginners (see early morning announcement for details). □

was established early, were:

ANDRUS, DONALD B., Foreign Service Institute, Bengali language training
BAILEY, EUGENE C., Foreign Service Institute, Administrative Office
BALL, PERRY EDWIN, Riyadh
BECKER, FREDERiCK, Quito
BRUNO, JAMES, International Organization Affairs, Office of UN Political and Multilateral Affairs
BURGESS, HAROLD T.
CADOGAN, THOMAS, Intelligence and Research, Global Issues Staff
CADY, NANCY, Department Operations Center
CAHILL, JACKLYN, European Affairs, Office of Western Europe
CAULFIELD, JOHN P., Consular Affairs, Public Affairs Staff
CHAFIN, GARY, Barbados
CHUMLEY, LANA C., International Narcotics Matters
CRODDY, ARNOLD, East Asian and Pacific Affairs, Office of Japanese Affairs
DAVIDSON, JONI, Visa Operations, Office of Field Support and Liaison
DAVIS, HOWARD, Intelligence and Research, Middle America-Caribbean Division
DENNIS, MARGARET, Operations, Office of Supply, Transportation and Procurement
DESHAZO, JOYCE, International Organization Affairs, Office of International Conferences
DONAHUE, LINDA
ENGLISH, CHARLES, Economic and Business Affairs, Office of Development Finance

Frances Wurlitzer, **at the graduation.**

FERGUSON, THOMAS, Bangkok
FRANK, BONNIE, Visa Operations
GORDON, JAMES, Politico-Military Affairs, Office of Security Assistance and Sales
HILL, CHRISTOPHER
JEFFREY, JAMES F., Foreign Service Institute, Turkish language training
JOHNSTON, LAURIE, Secretariat Staff
MASON, NANCY, Bogota
MATTHEWS, CARL S., Foreign Service Institute, Turkish language training
MILLER, BARBARA, Intelligence and Research, Office of Analysis for the Soviet Union and Eastern Europe
MOORE, GEOFFREY H., Japan-U.S. Friendship Commission
MORIARTY, JAMES F.
MULLER, STEPHEN, Economic and Business Affairs
MULLER, WILLIAM, Freetown
NAPOLIELLO, STEVE
O'LEARY, JOHN, Intelligence and Research, Current Intelligence Staff
ORDAL, STEVEN ROLF
PETERS, LAUREN, East Asian and Pacific Affairs, Office of Economic Policy
PETERSON, KATHERINE H., Foreign Service Institute, junior officer orientation
POWELL, NANCY, Near Eastern and South Asian Affairs, Office of Bhutan, India, Maldives, Nepal and Sri Lanka
RASMUSSEN, BOUG, Foreign Service Institute, Burmese language training
READ, EDNA
ROSE, CAROL, Foreign Service Institute
RUEBENSAAL, CLAYTON, Tel Aviv
SAWYER, ROGER, Visa Operations
SMITH, JOYCE
STEWART, KAREN, Colombo
THIELMANN, A. GREGORY, Foreign Service Institute, German language training
THOMAS, HERBERT, Oceans and International Environmental and Scientific Affairs, Office of Population Affairs
USREY, GARY, Department Operations Center
VEALE, WILLIAM C., Berlin
WEBSTER, CHRISTOPHER, Inter-American Affairs, Office of Caribbean Affairs
WEHRLI, EDWARD, Foreign Service Institute, Mandarin language training
WURLITZER, FRANCES, African Affairs, Office of Central African Affairs
WURLITZER, PRESCOTT, Economic and Business Affairs, Office of International Energy Policy□

2 students evaluate State's mid-level consular course

BY JOHN CAULFIELD AND
KATHERINE PETERSON

The authors were among the July graduates of mid-level training at the Foreign Service Institute. Mr. Caulfield is now in the public affairs office at the Bureau of Consular Affairs. Ms. Peterson is deputy coordinator of the Orientation Division at the institute.

To the surprise (and relief) of most of us, the mid-level Professional Development Program's seven-week specialized course for consular officers was niether a page-by-page study of the Foreign Affairs Manual nor a compendium of visa mill war stories. Instead, the course focused on domestic and international trends that will influence the future of U.S. foreign policy and our Foreign Service careers. Those trends included the debate over U. S. immigration and refugee policy, the often-contradictory demands for freedom of information and the right to privacy, the legal background of consular work, the increasingly litigious nature of American society, and the need for systems management techniques to cope with the ever-growing workloads. The consular training segment also gave us daily opportunities to hear and question representatives of interest groups, officials from the Department and other agencies, and technical experts. In this way, we obtained a better understanding of the policy-making process and how to use our expertise to influence the process.

Mr. Caulfield

Ms. Peterson

The mid-career course also provided us the opportunity to work closely with colleagues in the other three cones. As the course progressed, stereotypes of administrative, consular, economic and political officers proved inaccurate. This was not surprising since nearly all the officers in the course had entered the Foreign Service through the junior officer program, and most had had job experience in more than one type of Foreign Service work. When the class divided into smaller groups for both the functional training and elective segments, we missed the opportunity for daily interaction with our other colleagues. The entire class was quite socially active, with outings which ranged from sampling Thai food to whitewater rafting to class parties and picnics.

Although academic competition among the participants was pointedly de-emphasized, it's interesting to note that the consular officers scored among the highest grades on the examinations and exercises, including the writing workshop. In fact, it was a consular officer, Laurie Johnston, who received the highest average for the entire course.

In one aspect, the consular students were clearly different from those in the other cones: 12 of the 17 consular officers in the course were women, while only 7 of the 37 officers of the other cones were women. Since the consular officers in the course demonstrated that they were competitive in all aspects of Foreign Service work, we feel that the Department should examine why such a large percentage of women in the Foreign Service are attracted to consular work as opposed to the other three cones. ■

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

President Reagan

"Agenda for Peace," Second Special Session on Disarmament, UN General Assembly, June 17 (Current Policy No. 405).

"Preserving Freedom," Berlin, June 11 (Current Policy No. 404).

Secretary-designate George Shultz

"Statement at Senate Confirmation Hearings," Senate Foreign Relations Committee, July 13 (Current Policy No. 408).

Arms control

"Chemical Weapons: Arms Control and Deterrence," Rear Admiral Jonathan T. Howe, director of the Bureau of Politico-Military Affairs, Subcommittee on International Security and Scientific Affairs, House Foreign Affairs Committee, July 13 (Current Policy No. 409).

East Asian and Pacific affairs

"Allied Responses to the Soviet Challenge in East Asia and the Pacific," Walter J. Stoessel Jr., deputy secretary of state, Senate Foreign Relations Committee, June 10 (Current Policy No. 403).

European affairs

"Preserving Nuclear Peace in the 1980s," Paul Wolfowitz, director of the Policy Planning Staff, U.S. Naval War College, Newport, R.I., June 22 (Current Policy No. 406).

"Soviet Active Measures: An Update," July (Special Report No. 101).

General foreign policy

"International Organizations," Atlas of U.S. Foreign Relations, June (Bulletin reprint).

Inter-American affairs

"U.S.-Latin American Relations," Thomas O. Enders, assistant secretary for inter-American affairs, Council of the Americas, Washington, June 21 (Current Policy No. 407).

"Cuban Armed Forces and the Soviet Military Presence," Department of State report, August (Special Report No. 103).

International economics

"Elements of the World Economy," Atlas of U.S. Foreign Relations, July (Bulletin reprint).

Refugees and illegal immigrants

"Human Rights and the Refugee Crisis," Elliott Abrams, assistant secretary for human rights and humanitarian affairs, Tiger Bay Club, Miami, Fla., June 2 (Current Policy No. 401).

Security assistance

"Conventional Arms Transfers in the Third World, 1972–81," released by James L. Buckley, under secretary of state for security assistance, science and technology, August (Special Report No. 102).

Terrorism

"Terrorist Target: The Diplomat," Frank H. Perez, deputy director, Office for Combatting Terrorism, Conference on Terrorism sponsored by the Instituto de Cuestiones Internacionales, Madrid, Spain, June 10 (Current Policy No. 402).

GIST

El Salvador: certification process (8/82).
Arms control and NATO INF modernization (7/82).
U.S. arms control policy (7/82).
START proposal (7/82).
UNISPACE '82 (7/82).
El Salvador (6/82).
Southern Africa (6/82).
UN Special Session on Disarmament (6/82).

Background Notes

Benin (5/82).
Djibouti (6/82).
Egypt (6/82).
Finland (5/82).
Guinea-Bissau (7/82).
Honduras (5/82).
India (6/82).
Iran (5/82).
Lebanon (7/82).
Nepal (4/82).
Suriname (6/82).
Zambia (5/82). □

Maritime safety meeting

The Safety of Life at Sea Subcommittee of the Shipping Coordinating Committee will conduct an open meeting on September 8, at 9:30 a.m., in Room 3201 of U.S. Coast Guard headquarters, 2100 Second Street S.W. The purpose is to finalize preparations for the 47th session of the Maritime Safety Committee of the International Maritime Organization, scheduled for September 13–17 in London. The agenda includes adoption of amendments proposed by Chile to 1966 loadlines, and casualty statistics. □

New bus stop

The Rosslyn shuttle bus stop at the Foreign Service Institute has been shifted from 1830 Nash Street to Oak Street and Key Boulevard. The bus is running on the same schedule. □

American Diplomacy 1782

A life in vain

August–September 1782

By Jan K. Herman

BY THE FIRST WEEK of August, John Jay has fully recovered from his bout with the flu, and he throws himself headlong into the peace negotiations. The eagerness to make his mark is heightened by his long, frustrating and unsuccessful mission to Spain.

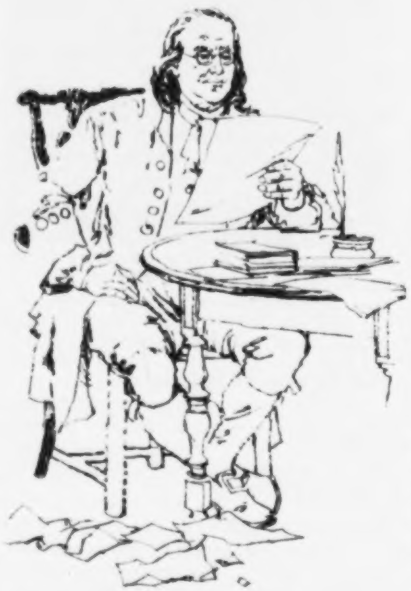
On the 7th he meets Richard Oswald for the first time. The Scotsman is impressed by the 37-year-old lawyer's "frank, easy, and polite manners" but fears that his dislike for Britain may make him an unyielding negotiator.

Jay is indeed formidable, and his first objection comes during that very first meeting. Oswald's new commission stipulates that he is to treat with commissioners "named by the said colonies or plantations." These words are unacceptable to Jay. America does not have to bargain for a status that is already hers.

Although Franklin agrees that independence is non-negotiable, he is not one to quibble over words. Vergennes too feels the terms "colonies or plantations" signify nothing. The mere fact that the British are willing to treat with the Americans is tacit recognition of independence.

But Jay's suspicions are merely aggravated by Vergennes' and Franklin's seeming lack of concern. In fact, he sees France as willing to use America to gain advantages at the bargaining table, a perception that is not far from the truth.

On the 29th, the British cabinet agrees in principle to recognize American independence in advance of a treaty, if necessary, and to negotiate on the basis of Franklin's "necessary" four points. However, Oswald is told to keep silent on this new concession and to continue to try to persuade the Americans to accept independence as a provision of the treaty. The British feel that separating the United States from its French ally is still possible.



In September, Franklin has a serious kidney stone attack that confines him to bed. With Adams still in Holland and Henry Laurens also ill, Jay is on his own, and some key issues require his consideration. One is the matter of the western boundary of the United States. He learns that Vergennes is not in favor of the Mississippi River forming that boundary. Because the Spanish have given him the same impression, Jay is more convinced than ever that the two powers have a "design to coop us up within the Allegheny mountains ..." Furthermore, Spain has demands of its own, not the least of which is a claim to West Florida, recently captured from the British. More extravagant is that nation's claim to the Mississippi's east bank all the way north to Ohio.

(One of a series)

Because Spain refuses to recognize American independence and has given Jay a most difficult time in granting aid, the commissioner stands firm. He will concede nothing to Spain. Franklin, writing to Secretary of Foreign Affairs Robert Livingston, recommends that Congress insist upon the Mississippi "as a boundary, and the free navigation of the river."

These events convince Jay that Spain and France are conspiring against the United States. He violates his instructions to work closely with the French, and tells Franklin nothing of these intentions. Contrary to his earlier position, Jay informs Oswald that the United States would accept independence as a part of the treaty, implying also that quick action on the part of the British would mean that the Americans might be willing to cast adrift the French alliance.

On the 19th, the Shelburne cabinet approves new instructions for Oswald to negotiate a separate peace with the American commissioners. Dividing the allies could mean a better deal for Britain, especially since Gibraltar is now under siege by a combined Spanish-French force and is in danger of falling.

Eleven days later, news reaches England of the successful defense of the Rock. In a stronger position than before, the British can now bide their time.

Although the negotiations have now moved into high gear, in America the killing is not yet over. On the 27th of August, Lieutenant Colonel John Laurens, former aid to General Washington and his chief surrender negotiator at Yorktown, is mortally wounded in a South Carolina skirmish. His death is a needless one. Major General Nathaniel Greene sadly writes: "The love of military glory made him seek it upon occasions unworthy of his rank." ■

Bureau Notes

Secretary's Office

OFFICE OF THE SECRETARY

SECRETARY SHULTZ traveled to Palo Alto, Calif., July 21–27, to meet with foreign leaders. Accompanying him were MRS. SHULTZ, RAYMOND SEITZ, executive assistant to the Secretary; E. ANTHONY WAYNE, special assistant to the Secretary; JOYCE NESMITH, staff assistant to the Secretary; LYNDA DUNN, secretary to the executive assistant; GEORGE TWOHIE, executive director, Executive Secretariat; ELIJAH KELLY, program management officer, Information Management Section; W. ALLEN WALLIS, under secretary-designate for economic affairs; ERIC EDELMAN and WILLIAM MONTGOMERY, staff officers, Executive Secretariat; MILDRED ENGRAM and MARIE MORRIS, secretaries, Executive Secretariat . . . NANCY CADY has joined the Operations Center as the new special operations and task force officer, replacing ROSS BENSON, who is now in International Narcotics Matters. Also joining the Operations Center are GARY USREY, senior watch officer; and GREGORY L. BERRY, J. CHRISTIAN KENNEDY, LOUIS J. NIGRO and CYNTHIA G. SMITH, watch officers/editors. THOMAS A. FARRELL, formerly a watch officer/editor, is now a member of the Secretariat Staff.☐

OFFICE OF THE DEPUTY SECRETARY

Deputy Secretary WALTER J. STOESSEL JR. traveled to Asia as SECRETARY HAIG's representative, June 13–26. He attended the Association of Southeast Asian Nations post-ministerial dialogue meeting in Singapore, June 17–18, and represented the United States at the 31st annual meeting of the Australia-New Zealand-U.S. (ANZUS) treaty council, in Canberra, Australia, June 21–22. The deputy secretary also made an official visit to the Philippines, June 15–16, and to New Zealand, June 23–24. He was accompanied by JOHN H. HOLDRIDGE, assistant secretary for East Asian and Pacific affairs; DANIEL A. O'DONOHUE and ROBERT A. BRAND, deputy assistant secretaries, East Asian and Pacific Affairs; GARY MATTHEWS, executive assistant to the deputy secretary; ROBERT PERITO and VIRGINIA WALLACE, special assistants to the deputy secretary; HELEN COLEMAN, secretary, Office of the Deputy Secretary; BOYCE PRICE, general services officer, Executive Secretariat; RICHARD SHINNICK, staff officer, Executive Secretariat; and ANITA MUELLER, secretary, Executive Secretariat . . . In Singapore, the deputy secretary participated in meetings with the foreign ministers of association countries. He held bilateral meetings with the foreign ministers of Malaysia, the Philippines, Singapore, Japan, Thailand, Indonesia and Belgium.

The highlight of the Singapore session was the announcement by the southeast Asian foreign ministers that concrete progress had been achieved toward the formation of an anti-Vietnamese coalition of Khmer forces. In a joint press conference, the deputy secretary stressed the key role the association occupies in U.S. policy toward emphasized U.S. support for the new Khmer coalition. He said the United States would continue political and moral support for the noncommunist Khmer resistance, as well as humanitarian aid. But he ruled out United States military assistance.

In Canberra, he participated in a wide-ranging discussion of global and regional issues of interest to the treaty partners. Foreign Minister ANTHONY A. STREET represented Australia, while New Zealand was represented by Foreign Minister WARREN E. COOPER. The meeting was characterized by a close agreement on all issues. The only contentious issue was the visit of U.S. nuclear-powered or armed naval vessels to Australian ports. Prior to the meeting, the Australian opposition party had taken a public position opposing such ship visits. However, the joint communique issued at the end of the Canberra meeting strongly endorsed future U.S. nuclear warship visits to Australia. Following a meeting with Mr. Stoessel, the opposition leader, WILLIAM HAYDEN, announced he had changed his position and would not in the future oppose such visits.☐

OFFICE OF THE UNDER SECRETARY FOR POLITICAL AFFAIRS

MARILYN WOBORIL has joined the staff, replacing DONNA PETRICH, who has joined the staff for the strategic arms reduction talks in Geneva.☐

OFFICE OF PROTOCOL

On July 8, Ambassador SELWA ROOSEVELT, chief of protocol, presented a number of performance awards to employees, including GAHL BOTHE (Superior Honor Award), LINDA DEWAN (quality step increase) and DEBRA MUSE (cash performance award). ROWENNA HOOD and JOHN MURTHA received 25-year length-of-service awards . . . A farewell/retirement party was held, July 9, for assistant chief of protocol Murtha. Mr. Murtha is serving on selection boards until his retirement in December. His replacement, GEORGIA DeBELL, entered on duty July 21. Other new protocol employees are APRIL GUICE (protocol assistant) and NINA WORMSER (protocol officer) . . . On July 27, Ms. Roosevelt traveled to New York to meet the prime minister of India, INDIRA GANDHI, at the beginning of her state visit to the United States. Deputy chief of protocol THOMAS NASSIF later accompanied the prime minister to Los Angeles and Honolulu. President ROBERTO SUAZO CORDOVA of Honduras and President AHMADOU AHIDJO of the United Republic of Cameroon also paid official visits to the United States during July.☐

Administration

OFFICE OF COMMUNICATIONS

WILLIAM CALLIHAN has assumed new duties as director of communications for domestic and courier operations. The chiefs of the Communications Center, Pouch and Mail and Courier Divisions will report to Mr. Callihan . . . ROBERT RIBERA is the director for communications for operations. The chiefs of the Foreign Operations, Special Projects and Programming, and Training Divisions, plus the six overseas-based regional communications programs officers, will report directly to Mr. Ribera . . . BOYD KOFFMAN has been designated acting director of communications for technical services. Reporting to him are the chiefs of the Planning and Engineering, Maintenance and Logistics, and Communications Security Divisions . . . KENNETH FRENCH is the new chief of foreign operations, replacing Mr. Ribera . . .

State provides on-the-job training for World's Fair

June Frazier, a protocol officer in the Department from 1979 to 1981, is now using her expertise on etiquette at the World's Fair in Knoxville, Tenn. "My work here as a protocol officer is a lot like it was at State," Ms. Frazier says. "I worked there mostly on ceremonies and receptions for visitors, and that's what I do here, too. There are a lot of foreign visitors at the fair, especially people associated with the international pavilions."

On her office wall, according to a recent article in the Knoxville News-Sentinel, is a photo of the eighth floor at State, where much of her work in the Department was centered.

She plans to return to her home in Dayton, Tenn., after the fair closes next month.

ROBERT YAMAMURA has been named acting chief of the Planning and Engineering Division, succeeding Mr. Koffman ... **JOSEPH HAZEWSKI**, former operations officer for the African area, departed for Accra, Ghana, to assume new duties as regional communications programs officer for the West African area. **ALBERT RILEY** has been temporarily assigned as acting operations officer ... Effective July 6, **WILLIAM BISCHOFF**, former regional communications programs officer for the inter-American area, became chief of the communications security standard and controls branch, in the Communications Security Division ... On July 20 **PATRICK DUFFY**, the operations officer for the inter-American area, traveled to Embassy Mexico to serve temporarily as acting regional communications programs officer ... On July 27, Colonel **HUGH F. EADS** assumed duties as defense liaison officer, replacing Colonel **KENNETH CAMPBELL**, who is to attend the National War College.

DANIEL ULLRICH, coordinator of communications support for VIP travel, headed the communications team which traveled to Palo Alto, Calif., to provide support for **SECRETARY SHULTZ**'s first trip since becoming Secretary.

The following individuals were in Washington on consultation recently: **OSACAR BLAIN**, Bissau; **GRELL BUSHELLE**, Lusaka; **IVAN KERN**, Copenhagen; **JOHN FUERLINGER**, Athens; **RICHARD HERKERT**, Cotonou; **JOSEPH O'BRIEN**, Sydney; **ROBERT SANDBERG**, Panama, **THOMAS SCHUH**, Milan; **CHRISTOPHER SINNOTT**, Algiers; **CHALMER PITMAN**, Pretoria; **JOHN WHITRIDGE**, Ottawa; **WILLIAM WUENSCH**, Yaounde; **ROY BAUGH**, London; **CAROL BURRIS**, Copenhagen; **WALTER CHANG**, Lagos; **TERRY DAMRON**, Bonn; **LUIS DIAZ-RODRIGUEZ**, Paris; **PAUL EICKMAN**, Karachi; **HARVEY A. EIDENBERG**, Abu Dhabi; **AUDREY GELINAS**, Recruitment Division; **JEAN HALL**, Vienna; **JOHN HAVERTY**, Manila; **WALTER JOHNSON**, Ottawa; **ALBERT KAYA**, Frankfurt; **ALLWYN LAATSCH**, London; **DAVID LOWE**, U.S. mission to NATO, Brussels; **JAMES MORFINO**, Bonn; **RICHARD SHEETS**, Port of Spain; **PHILLIP WEISSMAN**, Beijing; **HENRY ZENN**, Athens; **JOHN KENNEDY**, Paris; **HUGH HUDKINS**, Tokyo; **JOHN LUPO**, Bangkok; and **LARRY LIMBAUGH**, Paris.

The following persons completed courses in the Training Division: **LILI MING**, Tangier; **MARJORIE VEASEY**, Fort de France; **HAROLD FOSTER**, Winnipeg; **CLIFF TIGHE**, Belfast; **HARVEY EIDENBERG**, Abu Dhabi; **RICHARD GRIMES**, La Paz; **RICHARD SHEETS**, Port of Spain; **JOHN WILLIAMS**, Tegucigalpa; **WILLIAM WUENSCH**, Yaounde; **MANUEL CUADRADO**, Kigali; **JAMES NORTON**, Harare; **THOMAS SCHUH**, Milan; **FLOYD WILSON**, Ndjamena, **PHILLIP WOLD**, communications rover for Africa; **RUSSELL IKEGAMI**, Kathmandu; **OSCAR BLAIN**, Bissau; **JERRY SCROSIA**, Antananarivo; **HERMAN BECKHAM**, Paris; **JOHN BRANDT**, Paris, **JOEL KLEIMAN**, Beijing; **JERRY LESTER**, Bonn; **RICHARD McDONALD**, Panama; **BETTY SHERIDAN**, London; **WILLIAM SORRELL**, Hong Kong; **GERALD TENLEY**, Wellington; **XAVIER VAZQUEZ**, Valletta; **HERBERT GOINS**, Port au Prince; and **ARCHIE McLAUGHLIN**, Dublin.☐

FOREIGN BUILDINGS OFFICE

Front Office: Deputy assistant secretary **WILLIAM SLAYTON** had general consultations in the Near East bureau with Ambassador **JANE COON**, then with deputy chief of mission **PAUL CLEVELAND**, Seoul. He attended the American Institute of Architects' annual conference. Deputy director **MARVIN F. SMITH** led a real property survey team to Budapest. He also traveled to Bonn to review the space problems ... Architectural advisory consultants meetings were held August 3–4. Projects reviewed were *Ottawa*, office building complex, final design; *Damascus*, office building complex/school, final design; *Moscow*, gatehouse design; *Riyadh*, south facade restudy; *Paris*, Talleyrand interior design; *Hong Kong*, staff apartments, interior design.

Buildings Design Branch: **ROBERT CALDWELL**, architect, Schooley Caldwell Associates, visited the Office of Foreign Buildings in Washington in connection with the contract for the ICA office building in Calcutta, and the consulate office building and staff housing in Lahore ... **ROBERT C. GARDNER** left for Bonn to coordinate the new rehabilitation program for the Plittersdorf housing compound. He was to continue on to Frankfurt to inspect the energy conservation methods operated by post maintenance personnel ... **HARRY MARINOS** visited Rome in response to reports of overloaded transformers and unsafe generators. He also visited Naples, where he found the electrical service in a dangerous condition. He arranged to have the local power company provide a new service at no cost to the United States ... **JAMES SCHOONOVER** returned from Tokyo after a completion inspection of the second tower of the staff housing complex. Mr. Schoonover also inspected in Warsaw, where he found plumbing and heating runout pipes in need of replacement. He also visited Brussels, to review the need to air-condition the top floor of the chancery ... Foreign Buildings Office officials met with the Lagos construction manager to resolve his contract for coordinating the rehabilitation of the burnt-out chancery. Details of the contracts were discussed, with a view to reducing the bid prices ... Chief engineer **JERRY MORRISON** visited Abu Dhabi, as the team leader, to confer with embassy officials in connection with the design and leasing of the new embassy compound ... Chief architect **J. RICHARD GRAY** and engineer **ROBERT GARDNER** visited Shenyang, China, where they assisted embassy officials in developing design drawings and specifications to build a new consulate compound ... Architect **FIORI DiPAOLO** accompanied a team to Barranquilla, Colombia, for investigation and selection of office space to locate the consulate office building. Several buildings were inspected, and recommendations were made as to the best space. Preliminary planning for this space is underway ... On July 21–23, **REID HERLIHY**, architect, traveled to New York to see three contract architectural/engineering firms. The firms were (1) Marcel Breuer Associates: Damascus office building and chancery, Marine guard quarters and the school. The drawings were discussed and reviewed for presentation to the panel on August 3. (2) James Polshek & Partners: Muscat office building and chancery and embassy residence. The plans were discussed and reviewed for close-out of the project at design development. (3) The Ehrenkrantz Group: Libreville staff apartments. Discussions were held on the process for shop drawings and sample approvals and construction work in general.

Solution to Diplo-Crostic Puzzle No. 16

(See July issue)

[David] Halberstam.
The Breaks of the Game

"As a building, the Garden was old and tired and it smelled of beer drunk and beer spilled and cigarettes and cigars smoked. Even in the afternoon, when the place was deserted, one seemed to still hear the fans, for the Boston sports fans were among the nation's most impassioned."

A. Hotspots
B. Alan Ameche
C. Last stand
D. Bold Venture
E. East End
F. Reliance
G. Softness
H. Topspin
I. Arthur Ashe
J. Mildewed
K. Town meeting
L. Hansom cab
M. Edition
N. Ben Hogan
O. Rin Tin Tin
P. Eddie Tolan
Q. ASEAN
R. Kemper
S. Safflower
T. Ode
U. Frank Shorter
V. Twiddles
W. Heft
X. Eads
Y. Greenberg
Z. Assessed
a. Moon
b. Edgar Diddle

Construction and Maintenance Branch: Assistant director **JAMES B. LACKEY** traveled to Lisbon to discuss plans for completing the new office building complex. He also traveled to Mexico City to review the post's maintenance program . . . Addendum No. 3 was issued for the Cairo office building bids, which changed the bid due date to August 9 . . . Area branch chief **DON FISCHER** departed the Foreign Buildings Office to be the project manager for the Bonn office building and housing renovation projects . . . The notice to proceed with the construction of the Bissau housing/recreational project was issued . . . **JOE WHITE**, chief cost estimator, with assistant area branch chief **CLAUDIA RUSSELL** and contract specialist **DAN CROWLEY**, traveled to Memphis to conduct negotiations of the Lagos office building complex rehabilitation project . . . In New Delhi, the podium repair work has been completed . . . Area branch chief **WILLIAM A. SMAYDA** traveled to Tokyo, Fukuoka, Beijing and Hong Kong to inspect construction projects.

African area: African area officer **JOHN FORD** left on reassignment to Management Operations. Assistant area officer **RAY BONESKI** departed on transfer to Helsinki.

East Asian area: The area officers met with user agencies to discuss deliveries for the Beijing rehabilitation project . . . The new administrative counselor for the American embassy in Seoul, **GERALD E. MANDERSCHEID**, received a briefing on Korean real property issues prior to his departure for post . . . The area officers met with Office of Communications representatives to discuss the Sydney emergency generator and air-conditioning problems . . . The new general services officer for the American embassy in Manila, **BOB McCULLUM**, received a briefing on Philippine real property issues . . . Interior design and area officers met with the executive office staff of the East Asia bureau to discuss furniture packages for Beijing and Shenyang.

Executive Office: New employees entering on duty include **BONNIE MOSS**, secretary to the deputy director; **CHARLES KRIPS**, contracts specialist; **WILMA C. CUFFY**, secretary to the area officer for East Asia; **GARY E. LEE**, assistant area officer Africa area; **PASQUALE L. DiTANNA**, assistant area officer, Europe area. Employees leaving include **GLENN G. MABRAY**, assistant area officer, Central America, reassignment; **RAVINDAR K. SIKAND**, special assistant to the deputy assistant secretary, reassignment; **JOHN FORD**, area officer, Africa area, reassignment to the Office of Management Operations; **RAYMOND BONESKI**, area officer, Africa area, reassignment in Helsinki; **DON FISHER**, reassignment as construction project manager in Bonn; **THOMAS FRISBEE-FULTON**, reassignment as construction project manager in Harare. Length-of-service awards were presented to **MARGUERITA DOSCHER** and **BARBARA A. POLLARD**, both 10 years. ☐

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OFFICE OF SECURITY

VALERIO T. CARO, GLEN OLDHAM, GARY GIBSON and **ALFRED SANTOS**, of the New York Field Office, were involved with the Special Session on Disarmament at the United Nations, as members of the advance coordinating unit. The special agent-in-charge of the New York office, **OLOF E. SALINE**, retired from Government service on June 25. **DANIEL POCUS** returned from a three-and-one-half-month temporary-duty protective assignment in Vatican City.

KATHLEEN A. HELM of the Education and Training Staff attended the advance stenographer course sponsored by the Foreign Service Institute. From June 16–20 she was assigned to New York as part of the secretarial-stenographer support team for the Secretariat Staff that was working on the Special Session on Disarmanent. From June 14–18, **BILL PENN** attended a hostage rescue course at Fort Gordon, Ga. **EDWARD L. LEE II** presented a lecture entitled "Personal Protection Abroad," at the Defense Institute of Security management, Wright-Patterson Air Force Base, O. On June 30 **JOHN KONICKI** attended a demonstration of tear gas grenades at the FBI Academy range.

JIM MOORE, chief of the Passport and Visa Branch of the Investigations Division, and **RAY SCROGGS**, special assistant, were detailed on June 1 to collaborate in writing a criminal investigations handbook. On June 29, **STEVE GLEASON** of the Washington Field Office was assigned to the Passport and Visa Branch, on extended temporary duty.

LOUIS MIZELL of the Threat Analysis Group and **RICHARD HECKMAN** of the Protective Liaison Staff were speakers at the National Governors Security Association conference in New Orleans, June 23–24. Mr. Mizell addressed the conference on terrorist methods of operation, and Mr. Heckman spoke on assistance available from the Office of Security concerning overseas travel by governors' security details. On June 25 **DENNIS PLUCHINSKY** of the Threat Analysis Group spoke on "Terrorism in Western Europe," to the Foreign Service Institute's western Europe area studies class. On June 30, Mr. Mizell and **ANDREW CORSUN** gave a presentation to analysts from the Department of Defense, at Arlington Hall Station, Va., on Puerto Rican terrorist groups, Armenian terrorism, and deceptive techniques used by terrorists.

The Dignitary Protection Division provided security details for the following foreign dignitaries attending the Special Session on Disarmament: Foreign Ministers Khaddam, Syria; Huang Hua, People's Republic of China; Velayati, Iran; and Sakurauchi, Japan; Turkish Cypriot leader Denktash; Foreign Ministers Mojsov, Yugoslavia; Cheysson, France; and Turkmen, Turkey; Vice Premier Rodriguez, Cuba; and Foreign Minister Colombo of Italy. Other details provided by the division covered Foreign Minister Chavez Mena, El Salvador; Princess Anne, United Kingdom; Foreign Minister Andrei, Romania; Minister of Interior Rognoni, Italy; Foreign Minister Hammadi, Iraq; President-elect Blanco, Santo Domingo; Mrs. Marcos, Philippines; Foreign Minister Saud, Saudi Arabia; Minister of state Pryor, United Kingdom; Queen Sophia, Spain; Mr. and Mrs. Rajiv Gandhi, India; Foreign Ministers Ali, Egypt; Pym, United Kingdom; and Shamir, Israel. The special agents-in-charge of these details were **BERNARD DOUGHERTY, JOHN TELLO, BOB FRANKS, CHARLIE CHASE, DARYL RASHKIN, DAVID SHAEFFER OE D. MORTON, JEFF BOZWORTH, DICK HECKMAN, MARTIN DONNELLY, JERRY DUMAS, DARWIN CADOGAN, WILLIAM ARMOR, MICHAEL WANAGEL**, and **ROBERT BRAND**. **DENNIS WILLIAMS** presented a briefing on the function and responsibilities of the Dignitary Protection Division.

BRUCE TULLY of the Foreign Operations Divisions was on protective security details for the foreign ministers of Egypt, United Kingdom and Italy. **DAVE BOWYER** has joined the staff of the Foreign Operations Division and will be working on the European desk. **MARTY DOUGHERTY**, regional security officer in Manila, and **DAVE HARRISON**, former resident agent in Richmond, joined the division. The following regional security officers were in the division for consultations during the past month: **JAY GOODRICH**, Ankara; **STEVE CRAIGO**, regional security officer-designate, Jidda; **WAYNE ALGIRE**, regional security officer-designate, Monrovia; **GARY CALDWELL**, regional security officer-designate, Islamabad; **PHIL JORNLIN**, regional security officer-designate, Dar es Salaam; **JIM DONOVAN**, regional security officer-designate, Lisbon; **TOM McKEEVER**, regional security officer-designate, Santo Domingo; **HENRY BISHOP**, Stockholm; **GEORGE GOLDSTEIN**, Guatemala; **BRIAN FLANAGAN**, Moscow; **GARY MARVIN**, Kinshasa; **ART HANREHAN**, regional security officer-designate, Manila; **JIM BLYSTONE**, regional security officer-designate, Jakarta; **JIM DANDRIDGE**, former regional security officer, Athens; **NANETTE KRIEGER**, regional security officer-designate, Warsaw; and **ALAN BIGLER**, former regional security officer, Taipei. **CHUCK STEPHAN** departed Foreign Operations to become the regional security officer in Buenos Aires, and **BILL CHAMBERS** left to become regional security officer in Madrid. On July 17, **GEORGE BECKETT**, regional security officer in Sofia, received a Superior Honor Award.

On July 30, special agents **NINA STEWART** and **JEFFREY SCHWARZ** of the Los Angeles Field Office conducted an eight-hour course on dignitary protection for members of the Buena Park Police Department and guests from several other area police departments. Buena Park police had requested this training, in the light of possible protective duties with which they may be tasked during the 1984 Olympics.

The Secretary's Detail maintained two protective details for several weeks during the transition period in June and July. **MIKE VIGGIANO** acted as the agent-in-charge during former **SECRETARY HAIG**'s vacation trip to the Greenbrier in White Sulphur Springs, W.Va., with **JIM HUSH** providing the lead advance security preparations. **WALT DEERING** was acting agent-in-charge for the former Secretary for several days after this trip. Lead advance agents for **SECRETARY SHULTZ**'s trip to Cummington, Mass., and San Francisco were **LARRY LIPTAK** and **DAVID BOTKSO**, respectively. **DAVE BOTSKO** was also the lead advance agent for the Secretary's trip to Stanford and Bohemian Grove, Calif. He was assisted by **JIM DOLAN**, **ERVIN WEBER** and **ROBERT BOOTH**. Mr. Viggiano attended the first-aid refresher course, July 29, taught by the Maryland Fire and Rescue Institute. Special agent-in-charge **BOB O'BRIEN** lectured at a training session for in-service regional security officers and security engineering officers, July 13, regarding the responsibilities of the Secretary's protection detail.

CATHY DESSEAU attended a "Management Skills Seminar for Secretaries," in Berkeley Springs, W. Va., July 21–23.☐

LANGUAGE SERVICES DIVISION

Senior Russian interpreter **WILLIAM D. KRIMER** returned from the intermediate nuclear forces negotiations in Geneva, June 18, for reasons of health. **LAWRENCE BURRELL**, **CYRIL MUROMCEW** and **GALINA TUNIK-ROSNIANSKY** departed for Geneva the weekend of June 26 to join **DIMITRI ARENSBURGER** and **LORALYN ANDERSEN-PETRIE** in a pool intended to provide the intermediate nuclear forces negotiations, as well as the first session of the strategic arms reduction talks, the required language services. Ms. Andersen-Petrie, Mr. Muromcew and Ms. Tunik-Rosniansky returned to Washington, July 23, after the conclusion of the intermediate nuclear forces negotiations. French interpreters **SOPHIA PORSON** and **ALEC TOUMAYAN** interpreted for the Sea Link '82 Conference, in Annapolis, June 15–17, while German interpreter **GISELA MARCUSE** traveled to Redstone Arsenal, Ala., for a meeting on terminally guided missiles, June 14–17.

Verbatim reporters **MARIE TAYLOR** and **MARILYN PLEVIN** traveled to New York to handle the Secretary's news conference there, as well as Assistant Secretary **DEAN FISCHER**'s news briefings, June 17–19. Spanish interpreter **TONY HERVAS** returned to Madrid, June 24, for the final round of negotiations on U.S. bases in Spain. He left there on July 3. Interpreting Branch chief **DONALD F. BARNES** interpreted during the Washington and New York visits of Costa Rican President **ALVAREZ MONGE**, June 21–24. Ms. Porson interpreted for Guinean President **SEKOU TOURE**, June 27–July 1, both in New York and Washington. Mr. Toumayan and **CAROL WOLTER** assisted. Mr. Barnes, Mr. Hervas and **TED HERRERA** shared interpreting duties during the Washington visit of Honduran President **ROBERTO SUAZO CORDOBA**, July 13–15, and Mr. Barnes assisted Dominican President-elect **SALVADOR JORGE BLANCO** on July 15 as well, in meetings with **PRESIDENT REAGAN**, Vice President **GEORGE BUSH**, Acting Secretary **WALTER J. STOESSEL** and the Senate Foreign Relations and House Foreign Affairs Committees.

Russian specialists **DIMITRI ARENSBURGER** and **LAWRENCE BURRELL** were at the strategic arms reduction talks in Geneva until the adjournment in mid-August. **ALEC TOUMAYAN** served as principal interpreter during the Washington visit of Cameroonian President **AHMADOU AHIDJO**, July 25–28. U.S.-Brazil consultations were concluded on July 27 with assistance from **SOPHIA PORSON**. Relatives of the churchwomen killed in El Salvador met in the Department, July 28, with **TONY HERVAS** and **DON BARNES** interpreting.

On July 27 translator **BARBARA HUNTLEY** joined the staff of the Inter American Development Bank . . . Senior diplomatic interpreter **WILLIAM KRIMER** underwent major surgery, July 27. He was to retire on September 18.

Interpreting Branch chief Donald Barnes accompanied **VICE PRESIDENT BUSH** to Bogota for the inauguration of President **BELISARIO BETANCUR**, August 6–9 . . . Verbatim reporter **FERD KUYATT** attended the National Shorthand Reporters Association seminar and convention in New Orleans, August 4–8. Chinese interpreter **JIM BROWN** accompanied a civil aviation delegation to Beijing, August 6, for two weeks of negotiations. At the same time, division alumna **VIVIAN CHANG** was involved in another set of negotiations (textiles) in Beijing, and contractor **FRANK LEE** was proceeding in the same direction with a housing delegation headed by the Secretary of Housing and Urban Development. Japanese interpreter **CORNELIUS IIDA** interpreted at the State/Defense-sponsored annual meeting of the U.S.-Japan Security Subcommittee, in Honolulu, August 30–September 1. ☐

AFRICAN AFFAIRS—*Robert C. Frasure*, right, receives Superior Honor Award from Assistant Secretary *Chester A. Crocker*, plus cash award for $1,135.00, for his performance as desk officer for Namibia. *(Photo by Glenn Hall, Visual Services)*

African Affairs

Assistant Secretary **CHESTER A. CROCKER** participated in an ICA videotaping on "Namibia," which was to be distributed in Africa on July 2. He traveled to Paris, August 3–6, for meetings with the (Namibia) Western Contact Group, accompanied by **DAN SIMPSON**, director of southern African affairs . . . Deputy assistant secretary **FRANK WISNER** briefed visiting African journalists on U.S.-Africa policy, July 16. Ambassador Wisner and **JOHN BLANE**, Office of Inter-African Affairs, briefed visiting Francophone African government officials enrolled in a University of Pittsburgh development management seminar August 10 . . . Deputy assistant secretary **JAMES K. BISHOP**, with **ROBERT PRINGLE**, director, Office of Economic Policy, and **LARRY WILLIAMSON**, director, Office of Inter-African Affairs, attended bilateral discussions with the Japanese on Africa, in Tokyo, July 29–30.

In the Office of Inter-African Affairs, **JOHN VINCENT**, former deputy chief of mission in Mali, joined the staff in July as alternate director. Following **RALPH GRANER**'s departure for the Bureau of Human Rights and Humanitarian Affairs, **ALBERT E. FAIRCHILD** became deputy director. Mr. Blane participated in the National Bar Association's national convention in Atlanta, July 28, and met with reporters from the Atlanta newspapers, Mayor **ANDREW YOUNG**, and business executives from the

AFRICAN AFFAIRS—Assistant Secretary Chester A. Crocker presents cash awards for performance to Office of East African Affairs secretaries Christine Jones, Elouise Withers and Susan Mosley. From left: ***Rita Sweeney, Earle Scarlett, Curtis W. Kamman, Ms. Jones, Mr. Crocker, Ms. Withers, Alfred Barr, Ms. Mosley, Donald Booth, Frank Day, Richard Baker.***

Georgia World Congress Institute. Also new to the office is SUSAN FORD PATRICK, regional affairs officer.

MICHAEL WYGANT, director, Office of Public Affairs, briefed visiting nationals working in U.S. embassies in Africa on bureau and Department foreign policy decision-making, August 4 . . . EARLE SCARLETT, Office of East African Affairs, spoke to missionaries from Meredith College, N.C., on U.S.-African relations July 9–10 . . . In the Office of Southern African Affairs, during July, PETER REAMS, newly-arrived Namibia desk officer, traveled to New York three times for Contact Group meetings at the United Nations. MICHAEL RANNEBERGER, Angola desk officer, traveled to Luanda and Lisbon for consultations with Angolan and Portuguese officials over matters of mutual interest concerning events in southern Africa. CYNTHIA HANSON, Botswana desk officer, flew to New York to brief an intercollegiate sports team assembled by St. John's College on southern Africa. DAVID DLOUHY, South Africa desk officer, met at Denison University, O., with black South African recipients of U.S. scholarships. Also during July, ROBERT FRASURE, former Namibian desk officer, departed for his new assignment in London, and DAVID PASSAGE joined the office as deputy director following a year at the National War College . . . EDMUND VAN GILDER, from Paris, has joined the staff as deputy director, in the Office of West African Affairs, replacing KATHRYN CLARK-BOURNE, who has departed for Conakry, Guinea, as deputy chief of mission.

HARVEY A. BUFFALO JR. assumed his duties as executive director August 2. ELIZABETH BARR, now the mother of a baby girl, has assumed her duties as staff assistant to the executive director.

ROBERT C. FRASURE was presented a Superior Honor Award by Mr. Crocker, and a cash award for $1,135.00, in recognition of his performance as desk officer for Namibia. Mr. Crocker on June 8 presented cash awards for performance to Office of East African Affairs secretaries CHRISTINE JONES, ELOUISE WITHERS and SUSAN MOSLEY. □

Consular Affairs

Assistant Secretary DIEGO C. ASENCIO gave the commencement address at East Side High School, Newark, N.J., June 16. On June 17 he met with the editorial board and correspondents of the Newark Star Ledger to discuss immigration. On June 24 he and his senior staff held an orientation briefing for new employees in the bureau. On June 29, with Senator ALAN SIMPSON (R.–Wyo.) he participated in a session of the New York Council on Foreign Relations' study group on immigration and refugees, which focused on the Simpson-Mazzoli bill. He also attended a New York Times editorial board luncheon. On July 2 Mr. Asencio led the panel on immigration at the 53rd annual League of Latin American Citizens national convention. Other participants on the immigration panel were Senator Simpson and Congressman ROMANO L. MAZZOLI (D.–Ky.) . . . ROBERT E. FRITTS, senior deputy assistant secretary for consular affairs, led the panel on "U.S. Immigration Policy" at the conference of leaders in higher education, June 18, in the Department. On July 9–10, Mr. Fritts participated in an informal panel and workshops on consular matters at the Missionary Journeyman Training Program, Meredith College, Raleigh, N.C.

ROBERT B. LANE, deputy assistant secretary for overseas citizens services, traveled to Mexico during July to confer with consular personnel on the operation of the Social Security benefits program at Mexico City and Guadalajara. On July 14, J. DONALD BLEVINS and MARLENA SCHWARTZ traveled to Baltimore to address the National Association of County Clerks and Recorders. EDWARD E. MARTINEZ, chief of the Financial, Medical and Death Services Division in the Citizens Emergency Center, departed on July 23 for a new assignment in Toronto. LINDA DONAHUE has taken up a new assignment in the Citizens Emergency Center, following a consular assignment in Hong Kong. JAMES L. WARD, Director of the Citizens Emergency Center, addressed the international relations class at Purdue University, and pretaped two radio shows for the independent university radio network and affiliate stations, on June 15. Mr. Ward was interviewed by Station WIFE and the Indianapolis Star on consular services for U.S. citizens traveling abroad. On June 30, H. EDWARD ODOM, Citizens Consular Services, addressed the annual convention of the clerks of federal district courts, in Philadelphia, on the "International Service of Process." On June 28–29, MICHELE TRUITT, director, Office of Operations, addressed the annual meeting of the New York clerks of court on a variety of passport-related issues. On July 14, MARLENA SCHWARTZ, Acceptance Facilities and Insular Coordination Division, spoke at the annual conference of the National Association of County Clerks and Recorders, on passport policy changes and workload increases. EDWARD N. HART, passport services regional director, Seattle, addressed the Montana Clerks of Court Association at its annual convention in East Glacier, June 29–July 2, and the State of Washington Association of County Clerks, at Orcas Island, July 13–16. JAY A. RINI, Citizens Consular Services, participated in a conference in Frankfurt to discuss U.S. federal benefits worldwide, June 21–25. The conference was sponsored by the Social Security Administration and included other Government agency representatives. RICHARD DUNBAR, chief, Systems Liaison and Procedures Division, traveled to Seoul to arrange the installation of the immigrant visa applicant control system;

BARRANQUILLA, Colombia—Ambassador *Thomas Boyatt* visits the consulate. Left to right: consul *Robert Arthurs*, consular specialist *Gladys Arocha*, principal officer *Gerald Whitman*, consular assistant *Elizabeth Cervantes*, commercial assistant *Ernesto Prencke*, Mr. Boyatt, consular assistants *Maria del Socorro Velez* and *Beatriz Rodas*, administrative assistant *Carlos Carrasco*, fraud investigator *Francisco Perdomo*.

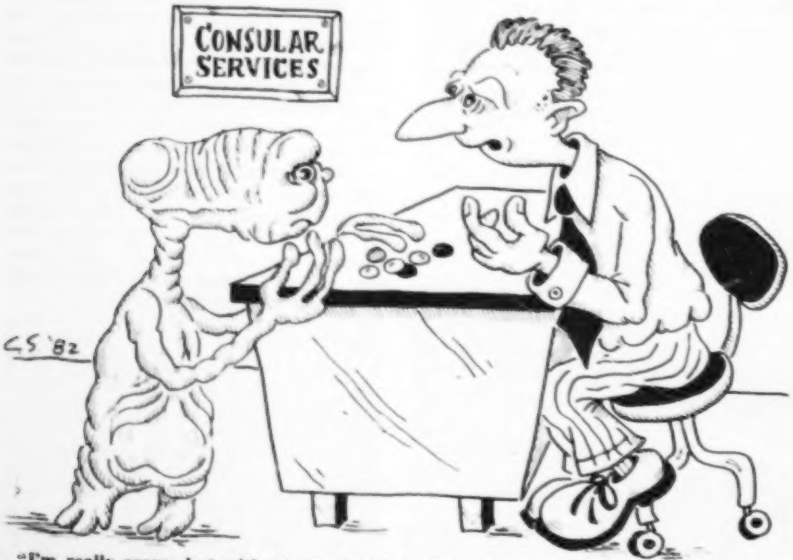
to Tokyo to complete a systems survey; and to Bangkok to review Orderly Departure Program systems and procedures.

New assignments in the bureau include a senior officer exchange between CHARLES S. KENNEDY, from Consular Affairs to the Immigration and Naturalization Service, and KEITH C. WILLIAMS, from the Immigration and Naturalization Service to Consular Affairs; SABRINA LEWIS, Acceptance Facilities and Insular Coordination Division; MERLE APP, director, Office of Field Support and Liaison; BONNIE FRANK, Coordination Division; ANTHONY JAMES, Communications and Records Division; JAY CHURCHILL, Telephone Inquiries Division, JONI DAVIDSON, Post Liaison Division; JAMES BLANFORD, chief, Written Inquiries Branch; LARRY WOODRUFF, Advisory Opinions Division; ROGER SAWYER, Systems Liaison and Procedures Division; JOHN P. CAULFIELD, bureau press officer. New summer interns and clerical employees in Overseas Citizens Services include CHRISTOPHER ALHAMBRA, ROBIN BARRETT and WILLIAM J. SWINTON. ANN SWIFT joined Citizens Consular Services as the new chief of the European and Canadian Division. PETER GUADAGNO, Telephone Inquiries, is on temporary duty in Buenos Aires. JAMES WEBB has assumed duties as acting chief of the Diplomatic Liaison Office. Departing employees include ERNESTINE WILSON, to Monrovia; JAMES REID, to the Foreign Service Institute for pre-university training; BETSY ANDERSON, to Quebec; and GERRY TONEY, to Helsinki.

On July 21-23, VIVIAN BARNES and JOAN STEWART attended the Management Skills Seminar for secretaries in Berkeley Springs, West Virginia.

The following passport employees assisted in the implementation of the travel document issuance system in Los Angeles, and also assisted field agencies in the issuance of passports during the recent busy season: JOSEPH TUFO, TERRY NOEL, LOUISE DOMBI, KATHLEEN VOTH, GARY VALLEY, YETTA STASKO, JAMISS SEBERT, DOROTHY MORGAN, EMOGENE WINSTON, YVONNE FREEMAN, VERA CAMPBELL, KAREN DUDLEY, BEATRICE GREEN, ANNA MITCHELL, RANDY BEVINS, JAMES SCHWARTZ, LUCILLE HERNANDEZ, ROSANNE POOL, TOMMYE GRANT, NANCY MYERS, ANN BARRETT, ALICE RUDICK, ARTHUR LINDBERG, DAN PAPPAS, CELESTE LEWIS, AL GALOVICH, GARY ROACH, MICHAEL BISHTON, JOHN MARKEY, LINDA KINGMAN, RONALD AYRES, KAREN KOZLIK, CAROLYN COCHRAN and RICHARD MATHY.

In early August, ROY G. DAVIS, chief of the Arrests Division in the Citizens Emergency Center, and BRIAN G. THOMAS, chief of the East Asia and Pacific Division in Citizens Consular Services, participated with other Department officers and officials from the government of Thailand in the negotiation of a treaty on cooperation and the execution of penal sanctions, more commonly referred to as a prisoner transfer treaty, between the United States and Thailand.☐



"I'm really sorry, but without proof of U.S. citizenship we can't make you a loan to phone home."

Combatting Terrorism Office

Director ROBERT M. SAYRE addressed the third international civil aviation security conference, July 21, on "The U.S. Response to International Terrorism." Deputy director

FRANK H. PEREZ also addressed the conference, on "Trends in International Terrorism." MAYER NUDELL, formerly with the Bureau of Inter-American Affairs, has joined Mr. Sayre's staff. ☐

East Asian and Pacific Affairs

Assistant Secretary JOHN HOLDRIDGE was the speaker at a luncheon discussion meeting of the Washington International Business Council, July 6. On July 10 he participated in the East Asian bureau-Japanese embassy annual softball game; the bureau won, 9–8. Mr. Holdridge participated in the visit to Washington of the Indonesian minister of state for research and technology, July 12–13. On July 15 and 23, he met with the Asian/Pacific Subcommittee of the Senate Foreign Relations Committee in executive session. From July 18–22, the assistant secretary participated in the visit to Washington of Singapore Prime Minister LEE KUAN YEW and MRS. LEE.

From May 28–30, deputy assistant secretary ANTHONY C. ALBRECHT participated in the annual U.S.-Thailand economic seminar sponsored by ICA in Bangkok, Thailand, and in the international conference on "Association of Southeast Asian Nations and Pacific Cooperation," June 3–5. Mr. Albrecht represented the United States at the meeting of the International Bank for Reconstruction and Development Consultative Group for Korea, in Paris, July 6–8 . . . On June 23, Deputy Assistant Secretary THOMAS P. SHOESMITH traveled to New York to participate in the annual dinner of the Japan Society. On June 17, he spoke on issues and trends in American policy in East Asia, at the Brookings Institution's executive leadership forum . . . The director for the Office of Japanese Affairs, DAVID LAMBERTSON, with Mr. Shoesmith, participated in the June 28–July 1 visit of Korean Foreign Minister BUM SUK LEE . . . Seoul deputy chief of mission PAUL CLEVELAND was in the Department on consultation, July 19–23, after which he and Mr. Lambertson attended the Aspen Institute seminar on Korea . . . FRANK DAVENPORT traveled to Raleigh, N.C., July 8–9, to speak on the missionary journeymen program of the Southern Baptist convention . . . MELANIE PHIPPARD of Mills College joined the Office of Korean Affairs as a summer intern.

Ambassador H. MONROE BROWNE, Wellington, was to be in Washington on consultation, July 19–22 . . . BRYAN H. BAAS has replaced RICHARD ZORN as deputy country director and Australia country officer in the Office of Australia and New Zealand Affairs . . . DAVID HALSTED replaced RAY BURGHARDT as deputy director in the Office of Vietnam, Laos and Kampuchean Affairs. Mr. Burghardt was to go to Honduras as political counselor . . . BRIAN KIRKPATRICK replaced BARBARA HARVEY as the Vietnam desk officer; she was to go to the Office of Korean Affairs.

MANILA, Philippines—Ambassador *Michael H. Armacost*, center, presents Meritorious Honor Awards to general services office. From left: *Dominador Dimacali, Apolinar D. Atienza, Michael V. McCabe, Theodore S. Green, Bryon S. Barlow*, the ambassador, *Mila Ramos, Beatriz W. Buduan, Alejandro B. Lopez, Agadon D. De Quito, Edgardo Y. Roque*.

On July 1, LILLIAN HARRIS, of the Office of Chinese Affairs, delivered a lecture on Libya to a senior interdepartmental seminar at the Foreign Service Institute . . . China desk summer interns LESLIE ROSE and REBECCA LODMELL were in Elkins, W. Va., at the International Mime and Movement Festival, July 2–3 . . . HENRY BARDACH, director of the Office of Economic Policy, accompanied Deputy Secretary WALTER STOESSEL to the Association of Southeast Asian Nations post-ministerial dialogue, June 17–18, in Singapore, and to the Australian, New Zealand and U.S. council meeting, June 21–22, in Canberra.

Honor awards: EDMUND F. McWILLIAMS, political officer, Embassy Bangkok, received a Superior Honor Award, June 30 . . . SONYA B. SANDMAN, Community Liaison Office coordinator, Embassy Manila, received a Meritorious Honor Award, June 9 . . . THOMAS V. BIDDICK, political officer, and JOSEPH J. BORICH, chief economic officer, Consulate General Shanghai, received Meritorious Honor Awards, June 4.

Deputy assistant secretary ROBERT A. BRAND represented the Department at a ceremony, August 7, in Winterhaven, Fla., commemorating the 40th anniversary of the landing on Guadalcanal . . . During July, deputy assistant secretary THOMAS P. SHOESMITH briefed students attending the mid-level political/military course at the Foreign Service Institute, and spoke to students attending a Japan/American student conference. Mr. Shoesmith also appeared before the trade subcommittee of the House Ways and Means Committee, on emigration hearings . . . Deputy assistant secretary ANTHONY C. ALBRECHT addressed members of the UN International Business Council, in New York, July 27. From August 16–20, he participated in a conference on U.S.–Japanese economic relations, sponsored by the Aspen Institute of Humanistic Studies, Aspen, Colo.

DAVID LAMBERTSON, director of the Office of Korean Affairs, and Seoul deputy chief of mission PAUL CLEVELAND attended the annual Aspen Institute conference on Korea. BARBARA HARVEY and FRANK DAVENPORT have joined the office, replacing PAM SLUTZ and FRED ASHLEY. MELANIE PHIPPARD, a student of Mills College, interned during the summer. She was to return to Mills for her senior year at the end of August. Mr. Davenport was one of four Department representatives who spoke, July 9–10, to about 60 participants in the Baptist Missionary Journeymen Program at Meredith College, Raleigh, N.C.

In the Office of Japanese Affairs, director ALBERT L. SELIGMANN was in Honolulu in early August for public speaking engagements and consultations with the commander-in-chief of Pacific forces. During mid-July, deputy director LAWRENCE FARRAR traveled to Tokyo and Sapporo, Japan, for meetings with American and Japanese officials. MICHAEL MICHALAK, in his new capacity as Japanese desk economic officer, attended the U.S.-Japan trade subcommittee talks on Japanese implementation of measures for increased market access, in early August. His predecessor, JOSEPH HAYES, has begun work in Embassy Manila's economic section. JACK CRODDY, another recent arrival on the desk economic staff, replaced JEFF CUNNINGHAM, who took up his new assignment as the petroleum officer in Embassy Jakarta in July . . . DAVID WALKER has succeeded GREGG RUBINSTEIN as the political/military officer for Japan. Mr. Rubinstein was detailed to the Department of Defense in June.

CANBERRA, Australia—Ambassador *Robert D. Nesen* presents Gunnery Sgt. *Stephen J. Marinko* with Navy Achievement Medal for his performance earlier as non-commissioned-officer-in-charge at the U.S. embassy in Yaounde.

LAUREN PETERS, formerly staff assistant in the bureau's front office, has returned to the bureau, after a honeymoon, as Mrs. Moriarty, replacing MANNY BARRERA in the Office of Economic Policy.

PRAPHAT MANEAPOND, motor pool supervisor, Embassy Bangkok; FRANK V. NASH, economic/financial officer, Singapore; THEODORE S. GREEN and TERRY A. LARSON, general services officers in Manila; and CONRAD BELLAMY, China desk, have received Meritorious Honor Awards. □

Economic and Business Affairs

Assistant Secretary ROBERT HORMATS traveled to Paris, July 12, to attend a meeting of the Organization for Economic Cooperation and Development. He was in London, July 14–15, and in Bern, Switzerland, July 15–19, for economic consultations.

The deputy assistant secretary for transportation and telecommunications, MATTHEW V. SCOCOZZA, chaired civil aviation talks with France, June 28–30, in Paris. JAMES FERRER JR., director of the Office of Aviation, led a U.S. delegation in aviation consultations with the Philippines, July 6–9, in Washington. Negotiations were also held with the Scandinavian countries, July 1–2; Panama, July 28–30; and Trinidad, July 12–16—all chaired by RICHARD W. BOGOSIAN, Chief of the Aviation Negotiations Division.

TODD STEWART, director of the Office of Maritime and Land Transport, headed the U.S. delegation and acted as Group B coordinator-spokesman, at the 10th session of the UN Conference on Trade and Development's Committee on Shipping, June 14–15, in Geneva. Following this meeting, he traveled to London for consultations on maritime questions with the Europeans and Japanese, June 28–29.

MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, served as alternate U.S. representative at the ministerial-level annual meeting of the World Food Council, in Acapulco, Mexico, June 21–24. The delegation was headed by Secretary of Agriculture JOHN R. BLOCK. On August 5, Mr. Calingaert met with a delegation from the London-based International Tin Council. The delegation traveled to the United States to consult regarding U.S. sales of tin from the national defense stockpile.

ANN HOLLICK, director of the Office of International Commodities, represented the Department at the July 5–8 meeting of the high-level group on commodities of the Organization for Economic Cooperation and Development, in Paris.

DAVID WILSON, assistant chief of the Industrial and Strategic Materials Division, served as alternate U.S. representative to the 27th session of the International Tin Council, in London, June 28–30. This was the final meeting of the council under the fifth international tin agreement. The June session made a number of recommendations regarding strengthening export controls under the sixth international tin agreement, which went into effect July 1, and procedures for the transfer of the buffer stock of the fifth to that of the sixth agreement.

MILTON DRUCKER of the Marine and Polar Minerals Division was in Geneva, July 21, for consultations with other seabed mining states. DOUGLAS HENGEL of the same division was a member of the U.S. delegation to the special consultative meeting on Antarctic mineral resources, in Wellington, June 14–25.

ECONOMIC AND BUSINESS AFFAIRS— *James C. Todd*, left, chief of the Industrial and Strategic Materials Division, receives Meritorious Honor Award from Assistant Secretary *Robert D. Hormats*. Mr. Todd was cited for his participation in the International Natural Rubber Organization and for implementation of the National Materials and Minerals Program. *(Photo by Glenn Hall, Visual Services)*

JIM WOOLWINE, Tropical Products Division, attended a three-week negotiating session of the International Coffee Organization, in London, June 14–July 2. Members of the organization are attempting to renegotiate the provisions of the 1976 international coffee agreement, which could expire on September 30 this year. Having failed to reach agreement on the critical issue of distribution of the coffee quota among producing members, a new round of negotiations was scheduled for September ... MARK LORE of the division traveled to London, June 22–23, to participate in special discussions sponsored by the International Sugar Organization, between the United States and major sugar-exporting nations. The talks covered temporary sugar import quotas recently imposed by the United States, and provided the United States an opportunity to explain in detail the background and circumstances of this action.

JANICE LYON of the Office of Energy

Consumer-Country Affairs served as U.S. delegate to a July 19–21 meeting of the Standing Group on Long-Term Cooperation. Sub-Group on Energy Conservation, at the International Energy Agency, in Paris.

Employees who recently entered on duty in the bureau include: MITCHELL FEIGENBERG, staff assistant in the Office of the Assistant Secretary; JAMES LANDBERG, executive assistant to the special negotiator for economic matters; DOUGLAS RYAN, legislative and public affairs; JAMES McGLINCHEY, Planning and Economic Analysis Staff; GORDON BROWN, director, Office of Maritime and Land Transport; SAMUEL KELLER, same office; BRUCE HIRSHORN, chief, General Commercial Policy Division; SAMUEL KEITER, chief, Aviation Programs and Policy Division; ROBERT PASTORINO, chief, Industrial and Strategic Materials Division; JAN VERSCHUUR, deputy director, Office of Business and Export Affairs; JOHN SAVAGE and ANNE GALER RYAN, same office; RICHARD DUGSTAD and MARIANNE KUNKEL, Office of East-West Trade; MICHAEL GALLAGHER and STEPHEN NOBLE, Office of Energy Consumer-Country Affairs; PRESCOTT WURLITZER, Office of Energy Producer-Country Affairs; STUART LYNN, Office of Investment Affairs; AURELIA BRAZEAL and CHARLES ENGLISH, Office of Development Finance; PATRICIA HAIGH, Aviation Negotiations Division; STEPHEN MULLER, Tropical Products Division; THOMAS PARKER, Special Trade Activities Division; DAVID THACHER, Trade Agreements Division.☐

European Affairs

Assistant Secretary-designate RICHARD R. BURT and Ambassador ARTHUR A. HARTMAN accompanied then-Secretary Haig to New York for bilateral meetings with Soviet Foreign Minister ANDREI GROMYKO, June 17–19. Deputy assistant secretary JOHN D. SCANLAN, THOMAS SIMONS, director of the Office of Soviet Union Affairs, and LARRY NAPPER of the same office were members of the U.S. delegation. Mr. Burt also traveled to Bonn, West Berlin, Brussels, Copenhagen and Paris, for consultations, June 22–July 3. While in Bonn, Mr. Burt addressed the Friedrich Elbert Foundation on "Strategic and European Arms Control." In Brussels, Mr. Burt chaired the June 30 meeting of NATO's special consultative group on arms control. Also in the U.S. delegation were AVIS T. BOHLEN, acting deputy director of the Office of European Security and Political Affairs, and WILLIAM F. MENOLD JR. of the same office. GEORGE WARD, special assistant for policy, accompanied Mr. Burt on his entire trip. For the Bonn and West Berlin stops, Mr. Burt was also accompanied by JOHN C. KORNBLUM, director, Office of Central European Affairs.

REYKJAVIK, Iceland—*John Humphreys,* second from right, is honored at retirement ceremonies. Others, from left: *Pamela Brement,* wife of ambassador; *Barbara Sigurbjornsson, Magnus Adalsteinsson, Albert E. Schrock,* Ambassador *Marshall Brement. (Photo by Charles Marrero)*

Principal deputy assistant secretary-designate ROBERT D. BLACKWILL traveled, June 18–26, to Brussels for consultations, and then to Oslo to lead the U.S. delegation to the annual U.S.–Norwegian bilaterial talks. Also participating in these consultations were the Office of Northern European Affairs deputy director, MILES PENDLETON, and the officer-in-charge of Norway-Iceland-Denmark, C. MICHAEL KONNER. While in Oslo, Mr. Blackwill also chaired a chiefs-of-mission conference, attended by the U.S. ambassadors to Nordic posts.

Deputy assistant secretary THOMAS M.T. NILES headed an interagency negotiating delegation, which met with a Canadian group in Ottawa, June 15, to continue negotiations on an agreement on transboundary air pollution ... Ambassador DAVID B. FUNDERBURK, Romania, was in the Department, June 23–30, in conjunction with a visit to the United States by Romanian FOREIGN MINISTER ANDREI. Ambassador HERBERT S. OKUN, German Democratic Republic, was in the Department for consultations, June 25–July 2. Ambassador CHARLES H. PRICE, Belgium, was in the Department for consultations on June 29 ... Deputy chief of mission WILLIAM WOESSNER, Bonn, was in the Department for consultations, July 12–16. ERWIN VON DEN STEINEN, economic officer, Bonn, was in the Department for consultations, July 5–6.

DONALD C. HUNTER, deputy budget officer, Office of the Executive Director, accompanied a team from Price Waterhouse to the Regional Administrative Management Center in Paris, to gather data to be used in the design of the Office of Comptroller's new worldwide financial management system. After Paris, he visited Bonn, which will be the pilot post for the system. DONALD WILLET, budget and fiscal officer, traveled to Moscow, June 6–25, to help prepare the embassy's field budget and foreign affairs administrative support submission. BILL SMALLWOOD consulted with the budget unit prior to leaving for his assignment in Rome as budget and management officer.

WINGATE LLOYD, director, Office of Canadian Affairs, and GEORGE OGG, deputy director, attended a meeting of the Canada–U.S. Joint Board on Defense, in Halifax, Nova Scotia, June 22–25. JAMES C. NELSON assumed the directorship of the Office of Canadian Affairs on July 14, replacing Mr. Lloyd, who has been named director of the Office of Egyptian Affairs ... Three new staff members have joined the Office of Central European Affairs: THOMAS WOLFSON, political/military officer for the Federal Republic of Germany desk; DOUG JONES, Austrian/Swiss desk officer; and GLADYS WILLIAMS, secretary on the Federal Republic of Germany desk ... Among those who worked on the Falklands working group throughout the crisis in the South Atlantic were five from the Office of Northern European Affairs: KIM PENDLETON, deputy director; KEITH SMITH and JOHN CAMPBELL of the United Kingdom desk; and secretaries LILLIAN PLEASANT and MARTHA SMITH. With the exception of Mr. Campbell, all have returned to the Office of Northern European Affairs. Mr. Campbell was reassigned to the Bureau of Refugee Programs upon completion of his tour ... MICHAEL BARRY has joined the Office of Northern European Affairs as officer-in-charge of Irish affairs and of Benelux

EUROPEAN AFFAIRS.—Deputy assistant secretary *John D. Scanlan*, left, presents *Victor S. Gray* Superior Honor Award for his work as Polish desk officer, 1979–81.

economic affairs ... PETER REAMS has moved from the Irish desk to the Office of Southern African Affairs.

THEODORE E. RUSSELL, deputy director, Office of Regional Political-Economic Affairs, accompanied economic bureau Assistant Secretary ROBERT D. HORMATS to the meeting of the Organization for Economic Cooperation and Development, executive committee, special session, July 12–13. MARK J. PLATT, chief of the trade section, attended the meetings of the organization's trade committee, July 1–2, and industry committee, July 5–8. Two new staff members have joined the Office of Regional Political-Economic Affairs: BRIAN J. MOHLER, to handle agricultural trade issues, and ROBERT C. FRIEL, to take charge of NATO economic work and coordinate the bureau's scientific, technical, environmental and educational matters.

C. EDWARD DILLERY, former director of the Office of Southern European Affairs, assumed his duties, July 12, as director of the Office of UN Political and Multilateral Affairs. DIRK GLEYSTEEN, counselor at the U.S. mission to the United Nations, will replace Mr. Dillery. DIANE B. McCLELLAN, Turkish desk officer, Office of Southern European Affairs, attended the Organization for Economic Cooperation and Development working party II session, in Paris, June 16–20. ELEANORE RAVEN-HAMILTON, Greek desk officer, Office of Southern European Affairs, traveled to Turkey, Greece, Cyprus and the United Kingdom, for consultations, June 4–July 4. MICHAEL K. COTTER, previously assigned to the U.S. embassy, Ankara, entered on duty July 12 as officer-in-charge of Turkish affairs, replacing JAMES A. WILLIAMS, who will be attending the National War College.

ERIC REHFELD, special assistant, Office of European Security and Political Affairs, participated as a member of the U.S. delegation in a meeting of the annual infrastructure conference at Supreme Headquarters, Allied Powers in Europe, the week of June 21, followed by discussions with the director and other officials of the Central Europe Operating Agency, in Paris, concerning problems of the NATO pipeline system administered by the agency. GEORGE WARD has joined the Office of European Security and Political Affairs, as officer-in-charge of political affairs.□

Foreign Service Institute

On June 16 STEVEN LOW assumed his duties as director of the institute. He comes from ambassadorships in Zambia (1978–79) and Nigeria (1979–81) and, last year, as diplomat-in-residence at the University of California, Santa Barbara.

Language school dean PIERRE SHOSTAL, joined by ROBERT KOHLS, chief, Training and Development Division, ICA, and GARY CRAWFORD of the language school

FOREIGN SERVICE INSTITUTE—Graduates of the Foreign Service secretarial class (front row, left to right): *Judith Whiteis, Barbara Acosta, Ana Cros, Nita Wilson, Cathy Sanchez, I 'een Chedister, Margo Ford, Connie Molinaro.* Second row: *Nancy Rogers, Lois Devericks, Ruby Jones, Marcy Cord, Margie Brown, Ruth Pollard, JoAnn Ekblad, K. Evans.*

staff, conducted a panel discussion on "Communicating Across Linguistic and Cultural Frontiers," at the fourth general assembly of the World Future Society, in Washington, July 20. Mr. Crawford recently assumed the duties of chairman of the Department of Program and Staff Development, School of Language Studies, replacing DOUGLAS JONES, who has been assigned to the Bureau of European Affairs as Austria/Switzerland desk officer. ALICE STRAUB has also joined the Department of Program and Staff Development, as the Foreign Service officer representative.

Other new employees at the institute include EDWARD BOOTH, general services; FREDERICK COOK, School of Professional Studies; RUDY FIMBRES, Executive Seminar in National and International Affairs; TRACY HITT, School of Area Studies; ELIZABETH LIVELY, School of Professional Studies; BARBARA MARTIN, Office of Management; EILEEN QUINN, Office of the Director; KATHI PETERSON and CAROL ROSE, School of Professional Studies; ROBERT SALAZAR, School of Language Studies; and ELOISE SHOUSE, Office of the Director ... New language and culture instructors assigned included ARMINDA CAULFIELD (Portuguese); LAUDELINA CUTTIER (Spanish); ANNA FIORE (Italian); NELSON ILLIDGE (Spanish); HAIFA IRABI (Arabic); BARBARA ORBERG (Chinese); ENRIGUE PALMA (Spanish); ERNESTINA WILLIAMS (Spanish).□

Human Rights and Humanitarian Affairs

During June, Assistant Secretary ELLIOT ABRAMS made a number of public appearances, including speeches to the Tiger Bay Club of Miami, Fla.; Anti-Defamation League, New York, which honored MAX KAMPELMAN, chairman of the U.S. delegation to the Conference on Security and Cooperation in Europe, for his efforts on behalf of human rights; Synagogue Council of the Americas, New York; and the XIII Washington Conference of the Council of the Americas. Mr. Abrams was interviewed during the month by Israeli radio, the National Catholic Register and Newsweek.

In commemoration of Baltic Freedom Day, senior deputy assistant secretary MELVYN LEVITSKY addressed a memorial service gathering in Boston, June 13 ... Deputy assistant secretary CHARLES FAIRBANKS briefed members of the lower New York regional chapter of Hadassah, in the Department ... THERESA A. TULL, director, Office of Human Rights, participated in the Middle East forum of the Washington office of the Episcopal Church. Special counsel SCOTT BURKE addressed the Washington Center for Learning Alternatives, in Washington.

RALPH GRANER has joined the bureau as director of the newly-created Office of Multilateral Affairs. PAUL LEATHEM, KELLY GARCIA and PATRICIA MAZUR were in the bureau as summer employees. RAY C. JORGENSON has finished his assignment in the bureau and was to report to the Bureau of International Organizations.

In preparation for the congressional certification process for El Salvador, Assistant Secretary Abrams made a factfinding trip to El Salvador, July 19–21. On July 29 he testified before the House Foreign Affairs Committee and, on August 3, he testified before the Senate Foreign Relations Committee on aspects of human rights progress in El Salvador relevant to the certification process. Mr. Abrams was interviewed on that subject on "ABC Nightline," "ABC Good Morning America," "As It Happens," CBC Toronto, WOR Radio in New York, and by ICA and the Voice of America ... Mr. Levitsky spoke to 15 Brazilian journalists in a program sponsored by the Media Institute on behalf of ICA. He was also interviewed by the Ukranian-American newspaper, Smoloskyp. He spoke at the Baltic-American freedom awards reception on Capitol Hill, July 28.

Human rights country officer GARY PRICE made a speech before the annual conference of the Foundation for International Cooperation, in Lincoln, Ill. ... CAROLYN LOCKWOOD was awarded a Meritorious Honor Award by the assistant secretary.

An Office of Multilateral Affairs has been created in the bureau, to be directed by RALPH GRANER. FRED ASHLEY has joined it, to oversee matters related to security and economic assistance ... ROBERT STEVEN, formerly of the inspector general's office, has joined the bureau as director for policy and programs. HUGH SIMON became the deputy director for this office ... BOB JACOBS left the bureau to take a new assignment at the embassy in Caracas ... TERRY RUSCH of the Asylum Unit traveled to Haiti, July 25–July 31.□

INSPECTOR GENERAL'S OFFICE—Inspector General *Robert L. Brown* presents group honor award and $300 each to members of the Secretarial Support Team. From left: *Veronica Turner, Micaela Kooiman, Sheron Makell, Wanda Tucker, Gail Carroll, Linda Davis.* The group received the award for efforts it made in connection with automated equipment.

Inspector General's Office

Inspector general ROBERT L. BROWN attended an all-day symposium, early in August, at National Defense University. It was sponsored by the President's Council on Efficiency and Integrity. Mr. Brown was accompanied by RICHARD K. FOX, senior deputy inspector general; H. BYRON HOLLINGSWORTH JR., assistant inspector general for audits; and PHILIP J. HARRICK, assistant inspector general for investigations. The symposium reviewed reports of the council's standing committees on training, incentives, legislation, performance evaluation, investigation and computer matching. It also addressed inspector general management challenges of the '80s, relationships with management, the role of inspectors general and the General Accounting Office, and congressional challenges ... Mr. Brown participated in the recent meeting of the Policies and Priorities Group, chaired by Under Secretary RICHARD T. KENNEDY, on the fiscal 1984 budget request ... During the summer, Mr. Brown met with some team members of the President's Private Sector Survey on Cost Control in the Federal Government, to discuss Department activities.

FRANCIS X. READY, deputy inspector general, retired from the Foreign Service on July 31. He was honored at a party on August 6, after the inspectors on overseas inspections had returned. At the same time, ORA B. SMITH received a Meritorious Honor Award, with a cash award, for her performance as Mr.

Ready's secretary ... New inspectors joining the staff in time for the third cycle of inspections in September include **FRANCIS C. BENNETT JR., CHARLES T. MAGEE, JAMES A. WEINER, THOMAS A. FORBORD, JOAN V. SMITH, RICHARD R. PETERSON** and **NANCY J. HOLTZ.** Former inspectors have accepted the following new assignments: **DONALD TOUSSAINT**, deputy assistant secretary for the Bureau of International Organizations; **JON G. EDENSWORD**, Industrial College of the Armed Forces; **ROBERT S. STEVEN**, office director in the Bureau of Human Rights and Humanitarian Affairs; and **NANCY BARBER**, program assistant in the Family Liaison Office.

The third cycle 1982 training and in-house conference period was to take place, September 7–16. All inspectors and staff members who have related duties attended the Department of Justice course on government fraud investigation and prosecution. For the first time, the inspectors had the opportunity to join the condensed three-day course at the Foreign Service Institute on minicomputers and information systems.

The inspector general and his staff face a heavy schedule for the final inspection cycle of the year. Teams will be traveling in Central America, Mexico, the Arabian peninsula and Egypt and Israel. Home-based teams will be inspecting the Bureau of European Affairs, the Office of Congressional Relations, the Equal Employment Opportunity and Civil Rights Office and the Office of International Labor Affairs, in addition to the new Moscow embassy building, the Washington Finance Center and allotment accounting in the Office of the Comptroller.□

Intelligence and Research

ALAN W. LUKENS has assumed his duties as director of the Office of Analysis for Western Europe ... **JAMES THYDEN**, chief of the Northern and Central Europe Division, Office of Analysis for Western Europe, consulted with embassy officials and officials of European governments and the Common Market, in the United Kingdom, Belgium, France and West Germany, April 26–May 21. He lectured on U.S.-European relations at the Defense Intelligence School, May 27. On June 28 he lectured on Scandinavia, at the Foreign Service Institute ... **MICHAEL E. PARMLY**, analyst in that office, spoke on U.S.-European relations, at the Security Assistance Management Institute, Wright-Patterson Air Force Base, O., May 11 ... An article by **HUGH DE SANTIS**, also of that office, entitled "The Politics of French Security," was published in the American Enterprise Institute's Defense and Security Review ... **WILLIAM MILLAN**, analyst in that division, lectured on British politics, at American University, to a group of executives from General Dynamics Corp. who were en route to the United Kingdom, June 17.

D. THOMAS LONGO, analyst in the division for Southern Europe, attended a course on "Intelligence and Foreign Policy," at the Foreign Service Institute, June 7–11 ... **EMILY PERREAULT**, division chief, commodity and developing countries, Office of Economic Analysis, attended the executive leadership and management seminar conducted by the Federal Executive Institute, in Charlottesville, Va., June 21–July 9 ... **MARTHA MAUTNER**, deputy director, Office of Analysis for Soviet Union and Eastern Europe, spoke to the Indianapolis World Affairs Council and at Ball State University, Muncie, Ind., on U.S.-Soviet relations, May 13–14. She also addressed the Army Sergeants Major Academy at Fort Bliss, Tex., on the Soviet Union, and participated in a press conference with local media on Soviet-related issues, June 11. She addressed the national foreign policy conference for educators, on U.S.-Soviet relations, in the Department, June 23, and attended a seminar on U.S.-German relations sponsored by the Center for Strategic Studies of Georgetown University, June 28 ... **DONALD GRAVES**, chief, Soviet Internal Division, lectured at the Army War College seminar on Soviet succession, at Carlisle Barracks, Pa., May 11 ... **JAMES BODNAR**, an analyst in the East European Division, spoke on the Warsaw Pact and the Polish crisis, at the Defense Intelligence School, Washington, May 27 ... **FRANK FOLDVARY**, analyst, East European Division, addressed a class of FSOs at the Foreign Service Institute, on Polish leadership under martial law, June 28 ... **ISABEL KULSKI** and **JAMES BODNAR**, Office of Analysis for Soviet and Eastern Europe, attended the executive leadership and management program at the Federal Executive Institute, Charlottesville, June 21–July 9.□

Inter-American Affairs

The Office of Policy Planning and Coordination saw several departures and arrivals in July and August. Deputy director **ROBERT MORLEY** left to become deputy director of the Office of Mexican Affairs. Planning officers **JOSEPH SULLIVAN** and **JAMES SWIGERT** left to join the staff of Department counselor-designate **JAMES BUCKLEY**, and to begin Turkish language training in preparation for a tour as political officer in Istanbul, respectively. These officers were succeeded by **MIKE SKOL**, chief of the political section in San Jose; **JOHN HAMILTON**, who came from a year of Latin American studies at Stanford University; and **BILL WOOD**, economic officer in San Salvador ... **LESLIE A. SCOTT**, deputy director, Office of Regional Political Programs, has assumed his new assignment as deputy director, Office of Andean Affairs, replacing **STEPHEN M. BLOCK. DAVID W. COX**, political-military officer from the Bureau of Politico-Military Affairs, has assumed Mr. Scott's position ... **RICHARD B. HOWARD** departed the Office of Caribbean

INTELLIGENCE AND RESEARCH—*Hugh Montgomery*, director, center, presents awards. Front row, from left: *Louis F. Licht III, Wayne E. White, Robin Campbell, Anne W. Patterson, Cecelia P. Seawright, Edna G. Taylor, H. Donald Gelber, Joan H. Downs, Robert Farlow, Emil P. Ericksen*. Second row: *Harry T. Ponting Jr., James E. Buchanan, Robert W. DuBose, Peter Romero, John Peterson, Jeffrey R. Seigel, Dean Welty, William Young, James Yellin*. Not available for photo: Martha Mautner, Janet S. Andres.

Affairs, July 16, to assume his duties in the Office of Southern Cone Affairs, as deputy director. RICHARD C. BROWN returned from the National War College to become deputy director for Caribbean affairs, until September, when RICHARD MOREFIELD was to arrive to assume the position of director ... NORMAN BOUTON left July 11, to become charge d'affaires in Antigua ... Ambassador ROBERT D. ANDERSON departed June 18 for Santo Domingo. ☐

INTER-AMERICAN AFFAIRS—Members of the Falkland Islands Working Group receive Meritorious Honor Award. From left: ***Donald J. Bouchard, Lois Ledbetter, Nancy Ferebee, Maureen Shea, Sheila-Kaye O'Connell, Robert Service,*** **Ambassador** ***Stephen Bosworth, Everett E. Briggs, Mayer Nudell, James Swigert, Gerald McCulloch, Charles Gillespie, Mario Cantu, John Bargeron.***

Not pictured: Oliver P. Garza, Donald Stewart, Brian Weese, Deborah Taylor.

INTER-AMERICAN AFFAIRS—*Robert E. Service*, right, director, Office of Southern Cone Affairs, receives Superior Honor Award and $1,000 cash for his performance during the South Atlantic crisis, from *Stephen Bosworth*, senior deputy assistant secretary.

MEXICO CITY—At automated narcotics project accounting system conference, from left: *Dewey Watkins*, Bureau for International Narcotic Matters; *Baltazar Velasco*, Embassy Bogota; *Erma Tello* and *Guillermo Rivera*, Embassy Mexico; *Richard L. Weeks*, Regional Administrative Management Center.

International Narcotics Matters

Deputy assistant secretary JON THOMAS traveled to Mexico, June 27–July 6, to hold discussions with the narcotics assistance unit and other embassy officials, and to review the Mexican crop eradication program. Meetings with key Mexican officials involved with the program were held, including Attorney General OSCAR FLORES; the attorney general's executive officer, FERNANDO BAEZA; and deputy attorney general ALBA LEYVA. While in Mexico, Mr. Thomas traveled to Oaxaca to observe a major sweep operation taking place at the time, and later to Culiacan to observe the program in action there.

The bureau's training coordinator, MATT VAN ORDER, attended two days of a two-week U.S. Customs Caribbean region narcotics enforcement course, in Miami, June 15–16. He also traveled to the Federal Law Enforcement Training Center, Glynco, Ga., for two days of consultation with the staff of the Drug Enforcement Administration's Office of International Training. While there, he assisted in planning antinarcotic training for foreign personnel, for fiscal year 1983 ... SIDNEY HAYAKAWA, liaison officer from the drug agency, completed his assignment to the bureau on June 25, and returned to the agency ... JOHN L. McGRUDER, policy and program assessment coordinator, visited Rangoon, Burma, July 9–15, to conduct an evaluation of bureau support to the Burma international narcotics control program ... WILLIAM SERGEANT transferred from Cali, Colombia, in July, to replace PAUL GLASOE as chief, Americas Division. Mr. Glasoe became deputy director of the Program Office. ROSS BENSON, from the Operations Center, replaced JOE McLEAN, who went to Refugee Programs as program officer for Mexico, Central America and the Caribbean. In the same month, LANA CHUMLEY, from Managua, assumed responsibility as program officer for South America ... STAN SAMUELSON, narcotics control officer in Islamabad, met with bureau and Department officials and congressional staff members, for consultations, July 27–30 ... MAURICE TANNER visited the bureau in early July in preparation for assuming his duties as chief of the narcotics control unit in Bangkok, Thailand. Mr. Tanner's previous assignment was chief of the narcotics control unit in Mexico City ... MICHAEL YOHN has been reassigned from the U.S. mission to the Organization of American States to Mexico, as chief of the narcotics control unit.□

International Organization Affairs

Assistant Secretary GREGORY J. NEWELL accompanied PRESIDENT REAGAN to New York, June 17, for the President's speech before the second special session on Disarmament, of the UN General Assembly. Then Mr. Newell, accompanied by LACY A. WRIGHT JR., visited six European capitals to meet counterparts in foreign ministries and UN agency officials, and to consult with U.S. mission heads. In Paris, Mr. Newell and UNESCO permanent delegate JEAN GERARD met with the UNESCO director general. In Geneva Mr. Newell called, with Ambassador GEOFFREY SWAEBE, on a number of UN agency directors general and other high officials. In Vienna he met with Ambassador ROGER KIRK and officials of various agencies. He also visited London, Paris and Madrid, and discussed the foreign ministries issues coming up at the 37th General Assembly. Mr. Newell also addressed mission staffs at each stop, and shared with them his goals and priorities in his new position ... DOUGLAS L. McELHANEY traveled to New York, July 1, to take part in two weeks of talks in pursuit of a settlement for Namiba ... Mr. Newell was sworn in as assistant secretary on May 28. MELISSA BELL is serving as his secretary.

GORDON BROWN has transferred from the Office of Technical Specialized Agencies to the Bureau of Economic and Business Affairs ... PAUL HILBURN, from the Bureau of Inter-American Affairs, has been assigned to the Office of Technical Specialized Agencies ... EDWARD DILLERY, from the Bureau of European Affairs, has been assigned director of the Office of UN Political Affairs ... HARLAN LEE, from the latter office, has been assigned to Chiang Mai ... DELOIS McCAIN, from the same office, has resigned ... VICKI HUDDLESTON has transferred from the Office of International Economic Policy to the Bureau of Inter-American Affairs ... SAMUEL KELLER, from the Office of International Economic Policy, has transferred to the Bureau of Economic and Business Affairs ... JAMES STROMAYER, former U.S. coordinator for the energy conference, has been assigned to London ... THOMAS TYLER, from the Office of International Development, has been assigned to Rome ... RICHARD ZORN, from the Bureau of East Asian and Pacific Affairs, has been assigned to the Office of International Development Assistance ... SHAUNA ABDALLA has joined the Office of International Development Assistance ... FRANCIS GARDNER, from the Office of International Conferences, has been assigned to the Bureau of Inter-American Affairs ... MARY REDDY, from the Office of the Secretary, has transferred to the Office of the World Assembly on Aging ... KAREN CROCKETT, from the Bureau of Administration, has transferred to the Office of Administrative Services ... JOHANNA MISSEY is working as a summer employee in the bureau ... ANTONIO ALARIO, ANDREW BROOKS, MICHAEL GORGES, ANN HARTUNG, LAUREL MacKAY, CHRISTOPHER PHILLIPS and CATHERINE POTTER interned in the bureau in the summer.

NEIL A. BOYER, director for health and narcotics programs, served as U.S. observer at the meeting of Caribbean health ministers, in Barbados, July 7–9. GRAY HANDLEY, of the same office, who is a presidential management intern, served during August in the international affairs division of the Office of Management and Budget . . . Culminating two years of preparations, the UN World Assembly on Aging was held in the Hofburg Palace, Vienna, Austria, July 26–August 6. Over 100 member states of the United Nations were represented. The U.S. delegation was headed by the health and human services secretary, **RICHARD SCHWEIKER**, and cochaired by the U.S. coordinator for the assembly, Ambassador **JOHN McDONALD JR**. The 19-person delegation was drawn from the U.S. Government and private sectors. Members of Congress were included . . . State's **JUDITH HOWE**, **SUZANNE WOCHOS** and **MARJORIE PHILBERT** were members of the delegation. Mr. McDonald spoke at the White House, July 13, to representatives of national aging organizations, on the assembly agenda. ☐

PHILIP C. WILCOX JR., acting director, Office of UN Political and Multilateral Affairs, visited Athens, Ankara, Belgrade, the Hague and Brussels, for consultations on 37th UN General Assembly issues, July 24–August 4 . . . During July, **DOUGLAS McELHANEY**, Office of UN Political and Multilateral Affairs, participated with Assistant Secretary **CHESTER CROCKER** in Namibia discussions in New York, with the front-line states, the South West Africa People's Organization and the Contact Group . . . **JON GUNDERSEN**, Office of UN Political and Multilateral Affairs, attended a session of the UN Ad Hoc Committee on the Indian Ocean, in Geneva, August 9–20, as a member of the U.S. delegation. ☐

Legal Adviser's Office

On June 30 the legal adviser, **DAVIS R. ROBINSON**, spoke before the trustees, faculty and students of the Parker School of Foreign and Comparative Law, Columbia University on economic regulation and jurisdictional conflict . . . **NANCY H. ELY**, assistant legal adviser for African affairs, represented the United States on the Contact Group Mission to Namibia, July 30–31, for discussions with the political parties within the territory . . . The assistant legal adviser for UN affairs, **DAVID H. SMALL**, served as the legal adviser on the U.S. delegation to the second UN Conference on the Exploration and Peaceful Uses of Outer Space (UNISPACE '82), in Vienna, August 9–21 . . . **CAROL M. SCHWAB**, attorney-adviser for UN affairs, served, July 10–August 4, as the Department escort officer for the annual UN Trusteeship Council observer mission, which traveled throughout Micronesia and the South Pacific, including Saipan, Tinian, Kwajalein, Guam and Hawaii.

LUCY HUMMER, deputy assistant legal adviser for economic and business affairs, traveled to New York to address the fifth annual Institute for Corporate Counsel, sponsored by the Practicing Law Institute, and then to Dallas to participate in the seminar on private investments abroad sponsored by the Southwestern Legal Foundation. Miss Hummer also traveled to Boca Raton, Fla., to address the Bankers' Association for Foreign Trade. She was the first woman ever to participate in programs sponsored by the last two organizations. The subject of her presentations was transborder data flow and international communications policy. Miss Hummer also participated on two panels on transborder data flow issues organized by the Congressional Leadership Group on International Communications, which is chaired by Senator Harrison Schmitt (R.–N.M.) and Representative Dante Fascell (D.-Fla.) and the Georgetown University Center for Strategic and International Studies.

INTERNATIONAL ORGANIZATION AFFAIRS—Assistant Secretary *Elliot Abrams* hands *Caryolyn Lockwood* a Meritorious Honor Award.

DONALD KOBLITZ, attorney-adviser in the Office of the Assistant Legal Adviser for Law Enforcement and Intelligence, traveled to Japan with attorneys from the Department of Justice, for meetings with Japanese officals, July 9–12, to explain the criminal prosecution of officials of Hitachi and Mitsubishi, who are charged with theft of industrial secrets from IBM . . . **PETER OLSON**, attorney-adviser, Office of the Assistant Legal Adviser for Nuclear Affairs, headed the U.S. delegation to sessions of the working group on emergency and back-up mechanisms of the Committee on Assurances of Supply, at International Atomic Energy Agency headquarters, in Vienna, July 19–21 . . . **JOHN ARBOGAST**, attorney-adviser, Office of the Legal Adviser for Nuclear Affairs, participated in bilateral discussions with Japan on nuclear cooperation, in Tokyo, August -5 . . . Attorneys in the Office of the Assistant Legal Adviser for Oceans, International Environmental and Scientific Affairs traveled as follows: **TERRY SATTLER** attended the Law of the Sea Institute's annual conference in Halifax, June 21–25; **SCOTT HAJOST** attended negotiations on a marine envrionment agreement for the wider Caribbean region, in New York, July 7–16; **STEVE ASHER** was a member of the U.S. delegation to the drafting committee session of the law of the sea conference, in Geneva, July 12–August 20.

DAVID LAKHDHIR, **SUSAN BINIAZ**, **CARL WILLNER**, **MARYANN GASHI**, **STEPHEN COOK** and **MAY ORESTEIN** were summer legal interns . . . **JAMES H. THESSIN** has joined the staff of the assistant legal adviser for political-military affairs, as an attorney-adviser. He will focus on security assistance and legislative matters. ☐

Near Eastern and South Asian Affairs

PAT O'BRIEN, administrative officer, and **TOM CROSS**, general services officer, consulted in the bureau prior to their departure for Embassy Damascus . . . **WILLIAM HOFFMAN**, administrative officer en route to Cairo as supervisory general services officer, and **DAVID B. LANGHAUG**, senior general services officer from Embassy New Delhi, also consulted in the bureau . . . Lebanon country officer **DAVID WELCH** traveled to Syria, Lebanon, Israel, Egypt, Jordan and Saudi Arabia with a congressional delegation led by Congressman **NICK J. RAHALL** (D.–W.Va.) and including Representatives **PAUL N. McCLOSKEY**, (R.–Calif.), **MARY**

ROSE OAKAR (D–O.), MERVYN M. DYMALLY (D–Calif.), ELLIOTT H. LEVITAS (D–Ga.) and DAVID E. BONIOR (D–Mich.), July 22–August 1 ... The political officer for India, STEPHEN E. EISENBRAUN, spoke to a seminar at the Library of Congress, July 6, on the role of an American embassy in the making of American foreign policy. Mr. Eisenbraun and his wife, JANE, also participated in a seminar in Ft. Worth, Tex., July 17, given by the General Dynamics Corp. to orient employees who will soon be transferred to Pakistan.

ROSS L. WILSON, political-economic officer, Office of Egyptian Affairs, has joined the bureau.

WAT CLUVERIUS, deputy for Middle East negotiations, addressed a group of Pennsylvanians on U.S. policy in the Middle East, July 1. The briefing was hosted by Senator JOHN HEINZ (R.–Pa.) ... CHRISTOPHER ROSS, bureau public affairs adviser, briefed a group of visitors from Algeria and Morocco on U.S. policy in North Africa, June 28. The group, recent graduates of management schools, was in the United States under the sponsorship of Operation Crossroads Africa ... On June 21, GEORGE LAMBRAKIS, director for regional affairs, addressed a group of European parliamentarians on current Middle East policy, and the prospects for the future, at a briefing in the Department. At the Aspen Institute for Humanistic Studies conference on U.S. foreign policy, held at the Johnson Foundation, Racine, Wisc., June 24–27, Mr. Lambrakis spoke on U.S. policy in the Middle East ... QUINCY LUMSDEN, as ambassador-designate to the United Arab Emirates, addressed a special seminar on the Middle East sponsored by the University of Chicago's Center for Middle East Studies, June 17. The group included representatives from major U.S. corporations and some academics ... On June 24, at a Department-sponsored conference on foreign policy for U.S. educators, Mr. Lambrakis spoke on the Middle East/Persian Gulf, and TED CUBBISON, Office of Israel and Arab-Israel Affairs, and RALPH BRESLER, Office of Arabian Peninsula Affairs, discussed U.S. Middle East Policy ... TOM MILLER, Office of Israel and Arab-Israel Affairs, addressed a Hadassah group from Westchester, N.Y., visiting the Department on June 3. Mr. Miller spoke on U.S.-Israeli relations ... HUNT JANIN, assigned to Embassy Beirut, addressed the National Association of Elementary School Principals at a meeting in the Department of July 30. Mr. Janin spoke on the Middle East in general.

At an awards ceremony in the bureau on June 25, deputy assistant secretary DAVID T. SCHNEIDER presented the following honor awards to bureau employees: SAMUEL R. PEALE, Superior Honor Award with $1,000 cash award; WILLIAM G. SMALLWOOD, Superior Honor Award and $2,000 cash award; EILEEN DONNELLY and JEREMY NICE, Meritorious Honor Awards with meritorious step increases; ERNESTINE HECK and THOMAS J. MILLER, meritorious step increase awards; JOSEPH W. TWINAM, JUANITA HOLSENDORFF, A. ELIZABETH JONES, DOROTHY PECH, ERIC TUNIS and LARRY SEMAKIS, length of service awards; and COLLEEN LEWIS, CHERRY McDUFFIE, FRANCES WASKA and PATRICIA WEAVER, certificates of outstanding performance.

Personnel recently assigned to the bureau include: BILL STANTON, staff assistant, Office of the Assistant Secretary; LUCY QUINN, budget officer, Office of the Executive Director; DAVID MACK, director, Office of Iraq/Jordan/Lebanon and Syrian Affairs; FRANK RICCIARDONE, country officer for Iraq; PETER SEBASTIAN, director, Office of Morocco/Algeria/Tunisia and Libya Affairs; EDWARD G. ABINGTON JR., deputy office director, and ANN KORKY, country officer for Tunisia; BROOKS WRAMPELMEIER, deputy director, Office of Arabian Peninsula Affairs; WINGATE LLOYD, director for Egyptian affairs, and KEN BRILL, deputy director; LENA MURRELL and GWEN PETITJEAN, secretaries; DAVID GREENLEE and JOHN E. HERBST, political officers, Office of Israel and Arab-Israel Affairs; VICTOR TOMSETH, director, India/Nepal/Sri Lanka and Maldive Island affairs; ALAN W. EASTHAM JR., political-economic officer for Sri Lanka and the Maldives; NANCY POWELL, country officer for Nepal; RICHARD J. HIGGINS, deputy director, Iranian affairs; BARBARA SCHELL, political officer; HARMON KIRBY, director, Pakistan/Afghanistan and Bangladesh affairs; GARY POSZ, political officer for Pakistan; DIANNE E. MARKOWITZ, energy and technology adviser, Office of Economic Affairs. MOLLY WILLIAMSON and GERRY FEIERSTEIN have recently been reassigned as country officers for Syria and Pakistan, respectively.

The following employees departed for new assignments: JERRY NICE, to Embassy Santiago; WILLIAM SMALLWOOD, Embassy Rome; AUDREY BURLEY, Embassy Nairobi; ROBERT FLATEN, deputy chief of mission, Embassy Tel Aviv; THOR KUNIHOLM, LARRY SEMASKIS and DENNIS MURPHY, Bureau of Intelligence and Research; EDMUND HULL, Embassy Cairo; NAT HOWELL and BOB PECK, National War College; MARK WIZNITZER, Carnegie Endowment for International Peace; SAM PEALE, Office of the Director for Management Operations; TED KATTOUF, university training at Princeton;

RABAT, Morocco—Agricultural attache *Forrest K. Geerken*, right, receives his commission as a Foreign Service officer in the Department of Agriculture from Ambassador *Joseph Verner Reed*.

ED CUBBISON, Embassy Santo Domingo; ERIC TUNIS, Embassy Kathmandu; ANDY SENS, Embassy Islamabad; BILL SIMMONS, Alternate Career Program; GEORGE LAMBRAKIS, Executive Seminar; and MELINDA KIMBLE, Bureau of African Affairs.

Ambassadors consulting in the bureau included CARLETON COON, Nepal; JANE COON, Bangladesh; JOHN COUNTRYMAN, Muscat; PETER SUTHERLAND, Bahrain; JOHN REED, Morocco; RONALD SPIERS, Pakistan; and HARRY G. BARNES JR., India. □

Oceans and International Environmental and Scientific Affairs

On July 10 PRESIDENT REAGAN announced that the United States would not sign the law of the sea treaty. Assistant Secretary JAMES L. MALONE, the President's special representative for the law of the sea conference, conducted a press briefing on that date to explain the administration's position for taking this decision. He said the United States would participate only in continuing aspects of the conference, at the technical level, and only with respect to non-deep-seabed mining portions of the treaty. He added that this decision by the President was taken after an exhaustive review and a determination that the deep-seabed mining portion does not meet U.S. objectives.

On June 16–17 a Korean delegation was in Washington to meet with principal deputy assistant secretary HARRY R. MARSHALL JR., ALLEN SESSOMS of the Nuclear Technology and Safeguards Office, and other U.S. officials to prepare for the annual meeting in October of the U.S.-Korean Joint Standing Committee on Nuclear and Other Energy Technology. This will be the seventh meeting of the committee . . . During the week of June 21, Japanese science and technology minister ICHIRO NAKAGAWA visited in Washington, where he met with VICE PRESIDENT BUSH, SECRETARY HAIG, Under Secretary RICHARD T. KENNEDY and other administration officials. The purpose was to talk about cooperative efforts between Japan and the United States in the nuclear energy field.

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—Deputy Secretary *Walter Stoessel* presents *John Zerolis*, right, former science attache at Embassy Warsaw, a meritorious service award for his work with the US-Polish Joint Board on Science and Technology Cooperation.

Accompanying Mr. Nakagawa was **HIDEYOSHI UKAWA** from the Japanese Ministry of Foreign Affairs, who is chairman of the board of Governors of the International Atomic Energy Agency. Mr. Ukawa met with Mr. Marshall; **LEWIS DUNN**, special assistant to Mr. Kennedy; and **FREDERICK McGOLDRICK**, director of the Office of Non-Proliferation and Export Policy, to discuss implementation of the recently-announced new approach by the administration for programmatic approval for the reprocessing of U.S. nuclear fuel abroad, and use of plutonium obtained from such reprocessing. A U.S. delegation under the leadership of deputy assistant secretary **JAMES B. DEVINE** had follow-on meetings in Tokyo, the week of August 2, with Mr. Ukawa and other Japanese officials. On June 22, Mr. Devine, who handles nuclear energy and energy technology affairs, traveled to Lausanne to speak before the European Atomic Congress on U.S. non-proliferation policy. In the Office of Non-Proliferation and Export Policy, the deputy director, **JAY SALMON**, and staff members **TERRY JONES** and **JOHN FEENEY** completed their tours of duty. They are being replaced by **JOSEPH DeTHOMAS** and **JOHN DOOLEY**. **MARTIN PROCHNIK** represented the Department at the June 16–17 meeting of the International Energy Agency Committee on Research and Development, in Paris. He also participated that week in conversations with French representatives on future bilateral energy technology cooperation, and with representatives of the European Communities in regard to collaboration in fusion research. **JEAN CHRISTOFF** was a member of the delegation to the UN Interim Committee on New and Renewable Sources of Energy, in Rome, June 7–18.

During the week of August 9, a delegation from Japan met with U.S. officials in Washington to discuss the terms of a new fisheries agreement. Deputy assistant secretary **THEODORE KRONMILLER** led the U.S. delegation for these meetings.

On July 2, Mary Rose Hughes was sworn in as deputy assistant secretary for environment, health and natural resources. Mrs. Hughes came to the bureau from a Seattle law firm; she has a broad background in foreign affairs. She has previously worked on the staff of Congressman Jack Kemp (R.-N.Y.), and for the Boeing Aerospace Corp. She had a distinguished academic record as an undergraduate at Georgetown University, where she majored in Japanese language and East Asian studies, and at the law school at Catholic University, where she served on the law review staff ... **GEORGE FURNESS**, international wildlife officer in the Office of Environment, Food and Natural Resources, attended the standing and central committee meeting on the Convention for the International Trade in Endangered Species, in Gland, Switzerland, June 21–25. He discussed African wildlife conservation issues at the headquarters of the International Union for the Conservation of Nature and Natural Resources, also in Gland, and continued these discussions in Kenya and Uganda the following week ... **JOHN B. TIPTON** assumed the duties of deputy director of the Office of Environment, Health and Natural Resources, June 21. Mr. Tipton completed his assignment as political/economic officer in the U.S. interests section in Havana, Cuba. He replaced **EDWARD C. BITTNER**, who is to go on a Pearson assignment to Seattle, to promote international exports of the State of Washington.

JACK BLANCHARD traveled to Paris the week of June 7 as a member of the U.S. delegation participating in a series of Organization for Economic Cooperation and Development chemicals group meetings. Agreement was reached to convene the second high-level meeting on chemicals October 26–28, in Paris. Mr. Blanchard also participated as a member of the U.S. negotiating team in the fourth session of the U.S./Canadian negotiations on transboundary air pollution, June 15, in Ottawa. Traveling to Stockholm, he participated in the Stockholm conference on acidification of the environment, June 21–30. The first week consisted of experts meetings in which a report was prepared on the effects transport and transformation of acid have in forming pollutants. Control technology was also addressed. A ministerial level meeting followed, and it adopted a set of conclusions and recommendations, and urged governments to pursue further activity within the context of the long-range transboundary air pollution convention, under the auspices of the UN Economic Commission for Europe.

WANTED:

Photos of Department of State employees, Civil Service and Foreign Service, at home and overseas, engaged in

SPORTS!

This means a photo of you or your colleagues:

1. At bat or rounding the bases...
2. Playing tennis or basketball or soccer...
3. Running or swimming...
4. Sailing or mountain-climbing...
5. Etc.

ONLY ACTION PHOTOS,

black-and-white glossy prints, will be considered.

SEND TO:

Editor, DGP/PA, Room B-266, New State.

WILLIAM J. WALSH III, coordinator for biomedical research and health affairs, participated as executive secretary in the 18th annual meeting, in Tokyo, of the U.S.-Japan Medical Cooperative Science Committee, July 21–23. **CHARLES HORNER**, deputy assistant secretary for science and technology affairs, spent July 1–2 in New York for consultations with U.S. and UN officials ... On June 25, Mr. Horner presented length-of-service awards to six employees in the science offices— **DONNA NABORS** (10 years), **DEE WRIGHT** (30 years), **FELIX DOROUGH** (30 years), **VALERIE JACKSON** (10 years), **SIDNEY FRIEDLAND** (25 years) and **WINIFRED WEISLOGEL** (25 years).

FRANK ALBERTI has joined the bureau as deputy director of the Office of Science and Technology Support. He was formerly with the Office of Southern Cone Affairs in the Bureau of Inter-American Affairs ... The following science counselors were in Washington during July for consultations in the Department and with technical agencies: **JUSTIN BLOOM**, London; **THOMAS VREBALOVICH**, Cairo; and **ROBERT STELLA**, New Delhi. Mr. Bloom also served as a member of the selection board for senior specialists in Classes FE–OC and FS–1 ... The Office of Cooperative Science and Technology Programs director, **SAM THOMSEN**, represented Assistant Secretary Malone at a meeting in Israel, June 29–30, of the board of governors of the U.S.–Israel Binational Science Foundation. He visited Egypt and Spain for consultations on bilateral cooperative science programs, en route home ... **WINIFRED WEISLOGEL** has become deputy director in the Office of Cooperative Science and Technology Programs, replacing **TAD KOBAYASHI**, who retired on June 30. **JOHN ZIMMERMAN**, former science attache in Bucharest, has replaced **GLORIA GASTON-SHAPIRO** as coordinator for cooperative science with Spain and Latin America ... Following home leave, Mr. Stella, science counselor at Embassy New Delhi, had consultations in Washington and participated in a meeting, July 12, of U.S. agencies participating in U.S.-India Joint Commission's Subcommission on Science and Technology.

The second UN Conference on the Exploration and Peaceful Uses of Outer Space (UNISPACE '82) was held in Vienna, Austria, August 9–21. In addition to the conference, a major international space technology exhibition was sponsored with participation by the U.S. Government and private industry. There were space technology demonstrations at the conference site. **JAMES M. BEGGS**, administrator of the National Aeronautics and Space Administration, was named by President Reagan to head the delegation, with the personal rank of ambassador. The delegation is made up of senior U.S. Government agency members, senior executives of U.S. corporations, and members of Congress. **UNISPACE** will be devoted to an examination of present and prospective space technology applications, with particular emphasis on its consequences for the development process, and how the world's nations organize themselves to benefit from the technology.

Ambassador **RICHARD E. BENEDICK**, coordinator for population affairs, represented the United States at the June 10–16 portion of the annual UN Development Programme governing council meeting, in Geneva, which considered the UN Fund for Population Activities. Mr. Benedick's plenary statement reiterated the priority of international population assistance for U.S. foreign and development assistance policy, and the strong U.S. support for the fund. On July 6, he met in New York with members of the international scientific group evaluating the World Health Organization's special program in research, research training and human reproduction and, in addition, held discussions on population matters at the Ford Foundation and the Population Council. On July 7, he spoke on world population issues and U.S. policy, at a seminar in Bryce, Va., sponsored by the Population Institute. **HERBERT S. THOMAS** joined the staff of the Office of the Coordinator of Population Affairs after completing the mid-level course at the Foreign Service Institute. Prior to that, he was in the Bureau of International Organization Affairs. Mr. Thomas and **SANNY OVESON** of the office participated in formal briefing sessions in New York, August 2–3. In addition to meetings at the U.S. mission to the United Nations, they met with officers and executives of the UN Fund for Population Activities, the Population Council, the Rockefeller and Ford Foundations, the Population Resource Center and several other organizations and institutions active in the field of international population assistance.□

Public Affairs

DEAN E. FISCHER, assistant secretary and Department spokesman, resigned August 13. **JOHN HUGHES** has been named to succeed him. Another newcomer is **ROBERT M. SMALLEY**, deputy Assistant Secretary, who replaced **FRANCIS D. GOMEZ**. **RAYMOND G. H. SEITZ** and **LYNDA DUNN** were transferred to the Office of the Secretary, July 12.

Office of the Historian: On June 21, **N. STEPHEN KANE** was temporarily assigned to the Office of Opinion Analysis and Plans for six to nine months. In the June 1982 Bulletin **HARRIET SCHWAR** had published "Establishment of Korea-American Relations: A Centennial"; **WILLIAM F. SANFORD** had published "The Marshall Plan: Origins and Implementation"; and **NEAL H. PETERSEN** had published "Background on the Falkland Islands Crisis." On July 30, **ROBERT McMAHON** and **KATHLEEN CROSSETT** resigned. **EUNICE LEONARD** transferred to this office from the Bureau of European Affairs on August 8.

Office of Opinion Analysis and Plans: **VIVIAN GILLESPIE** attended the annual meeting of the National Conference of Editorial Writers, in Chicago, June 30. She attended a symposium on editorial cartoons, featuring the Chicago Tribune's prize winners and a session on editorial endorsements. On July 30 **DEAN DeBUCK** resigned to accept a job at the Department of the Treasury.

Office of Press Relations: **DOROTHY DELAHANTY** transferred to this office from the Office of the Comptroller on July 12.

Office of Public Communication: **PETER KNECHT** transferred to the Office of Opinion Analysis and Plans on August 9, replacing **DEAN DeBUCK**. **GLORIA MOORE** was detailed to the UN Conference on Peaceful Uses of Outer Space, in Vienna, August 9–20.

Office of Public Programs: **GLORIA GASTON-SHAPIRO** and **MARY KIRK** entered on duty in this office on July 12. On August 7, **DIANE KELLY** transferred to the Bureau of Near Eastern and South Asian Affairs. On August 9 **MARY LENTZ** transferred to the Foreign Affairs Information Management Center.□

Refugee Programs

On June 16 **JAMES N. PURCELL JR.**, deputy assistant secretary for budget and programs, spoke on the refugee program before the Washington foreign policy process class of the mid-level professional development program, at the Foreign Service Institute ... **BRUCE A. FLATIN** has joined the staff as director of the Office of Refugee Admissions, Processing and Training ... **CAROL HECKLINGER** is the new director of the Office of Reception and Placement ... **MARGARET BARNHART** has assumed duties as chief of the Admissions Programs division ... **JOHN CAMPBELL** has joined the bureau as chief of the Regulations and Correspondence Division (RP/RC) ... Other new arrivals include **CONSTANCE HUGGINS**, **DELORES HARRIS** and **JOSEPH McLEAN**, Office of Refugee Assistance, Relief and Protection Programs; **RENA H. MAHDAVI**, Admissions Programs Division; **AVERY GILL**, Office of Reception and Placement; **EMILY KRANTZ**, Financial Management Operations Division; **SHIRLEY NESBIT**, Office of Contingencies and Crisis Management; and **GINA BARILE**, Office of the Deputy Assistant Secretary for Refugee Resettlement ... Refugee officer **JAMES KELLEY** visited Burundi, Rwanda, Zaire and Geneva, July 12–31, to assess appropriate U.S. support to refugees in the three African countries. ■

EAST ASIAN AND PACIFIC AFFAIRS— Assistant Secretary *John Holdridge* visits dispensary at a U.S.-aided resettlement village in eastern Thailand, established to help Thai civilians affected by the large inflows of Kampuchean refugees into the Thai/Kampuchea border area. On his right is Colonel *Sanan Kajornklam*. In background is *Tom Robinson*, who accompanied Mr. Holdridge on his trip.

สถานีอนามัยบ้านโคกระกา
กระทรวงสาธารณสุข

Letters to the Editor

—(Continued from Page 1)

Meanwhile, we at St. Thomas University here are doing our part to raise standards. Our international studies candidates must take four years of language followed by a terminal examination comparable to what the Service used to require those seeking entry to pass beforehand.

Sincerely,
WILLIAM J. CUNNINGHAM (FSO, RET.)
Director, Center for Intl. Studies

(The writer directed the Foreign Service Institute's Chinese language and area field training center, Taichung, Taiwan, in 1961 and 1962.) ☐

Transfer Tremors .... by ebp

I was almost transferred to DUBLIN, but I had a pet squIREL AND they wouldn't let me take it.

I was almost transferred to BAGHDAD, but I didn't have enough built up in my IRA Quota to afford taking a Foreign Service assignment.

I was almost transferred to ANTANANARIVO but, when I wanted to ship my large station wagon, they told me: "You must be MAD. A GAS CAR like that would cost you a fortune to maintain there."

Claim on stamp theft

WASHINGTON

DEAR SIR:

In your June issue you summarize a decision in a grievance which I filed (027-stamp theft claim denied). Since the board found that it did not have jurisdiction and had not looked into the substance of the case, I do not think that it was appropriate to summarize the decision of the Claims Office. Since you have seen fit to publish that summary, I think it fitting to comment.

I have two objections to the Claims Office's denial of the claim on the basis that the stamps were easily pilferable items which should have been carried personally or shipped in accompanying baggage. (1) Despite a request going back over two years, I have never received any advisory opinion or even internal memorandum classifying stamps as "easily pilferable." The decision appears completely arbitrary. (2) The regulations quoted in the denial of my claim contained a significant change in wording from those which had prevailed when my goods were packed. There was no way from the regulations then in effect that an employee would have known that stamps needed to be in accompanied baggage in order to be covered.

From conversations with other victims, I gather that the arbitrary manner in which my claim was denied is not at all atypical. No wonder, when the Claims Office's decisions are "final and conclusive" and subject to no other review. What is needed is a change in regulations to make the Claims Office's decisions subject to grievance board review.

Sincerely,
JAMES J. GORMLEY
International Organization Affairs ☐

How to walk

CASABLANCA, MOROCCO

DEAR SIR:

I read the "Your Colleagues—I" article in STATE (May) with fascination. I, like the author, Charles S. Kennedy, am a determined streetwalker, Foreign Service variety. However, I would like to pose a question to him concerning one other aspect of the urban explorer's life. What words of wisdom does he have to offer those of us who *must* citywalk the medinas of Fez and Marrakech? Short of living in the medina itself, I can think of no other way to learn how to puzzle myself in and out of those twisting alleyways!

Yours in streetwalking,
MICHELE LYNN KAMINSKI

"Do you attend many of these embassy parties?"

Mr. Kennedy replies: There are times when even the most systematic of streetwalkers must yield to the delights of chaos. I can only suggest that, when you plunge into the nearest alleyway, you generally tack to port on odd days of the month and starboard on even. This will give the rescue team something to go on. Enjoy! ☐

'What courage . . . !'

READING, PA.

DEAR SIR:

The "On The Job (in 1900)" article about life in Port Stanley which appeared in the July issue is the most interesting piece written about the Foreign Service in a long time. The incredible point of the story is that consul John E. Rowen accepted an assignment in the "unknown" Foreign Service of that period at the "tender" age of 60. What courage, dedication and stamina!

If State had officers like Mr. Rowen today, personnel officers would be in clover!

LEONARD J. SCIOLI
(FSO-Ret.) ■

New Directives

MOGADISHU, Somalia—Before leaving to take up his new assignment as joint administrative operation director at Lome, Togo, *Tom Jefferson*, left, receives Meritorious Honor Award from Ambassador *Don Petterson*.

Personnel

A new circular provides authority for the promotion of certain members of the Service who are assigned to a salary class in the Foreign Service Schedule. This circular amends and reissues the text of FAMC No. 81–24, dated April 24, 1981. (FAMC No. 82–16)

A one-time waiver is provided for the requirement that an incentive language be on the incentive languages list at the time a member of the Service receives Foreign Service Institute-tested rating, if the member is to be eligible for a salary increase for study and proficiency in an incentive language. (Uniform Foreign Affairs Issuance for State/AID/USICA/Commerce) (FAMC No. 82–19)

The validity of FAMC No. 24, "Precepts for the Commissioning and Tenure Board," dated June 12, 1980, has been extended to June 10, 1983. (FAMC No. 82–20)

A new section presents in regulation format the text of Part I of an agreement between the Department of State and the American Foreign Service Association, dated October 15, 1980, regarding open assignments policy and procedures for members of the Foreign Service. (TL:PER–516)

"Orientation and Language Training for Family Members" is a new section which codifies the substance of FAMC No. 784, dated March 20, 1979. (Uniform Foreign Affairs Regulations for State/USICA) (TL:PER–519)

"Advance in Pay Upon Assignment to a Post in a Foreign Area" is a new section which provides up to three months' advance pay to an employee upon that employee's assignment to a post abroad. (Uniform Foreign Affairs Regulations for State/AID/USICA/FAS/Commerce) (TL:PER–523)

Procedures for expanding employment opportunities for U.S. Government personnel family members assigned abroad are codified from FAMC No. 793, dated May 3, 1979. (Uniform Foreign Affairs Regulations for State/AID/USICA) (TL:PER–526)

Financial management

An employee's privilege to make voluntary contributions to the Foreign Service Retirement and Disability Fund ended on January 1, 1977, under Public Law 94–350. All references to this privilege are removed. Funds for "Employee/Employer Contributions for Civil Service Retirement" were previously transferred by check to the Office of Personnel Management (OPM). The new procedure is to deposit these funds directly to an OPM receipt account.

Public Law 94–397 requires agencies to deposit to the Civil Service Retirement System the amount by which the position salary is reduced for a Civil Service retiree whose annuity continues during reemployment. Any differences between the employee's "assigned salary" and actual "paid salary" is reported on OPM Form BRI 49–431, "Statement of Differences and Corrective Action Taken on Reporting for Health Benefits, Group Life Insurance and Civil Service Retirement." (Uniform Foreign Affairs Regulations for State/AID/USICA/Commerce/Agriculture) (TL:FIN–270)

Communications and records

A new subsection has been added to clarify the use of captions as control for distribution of correspondence, and two new captions have been established. They are: EEO CHANNEL and MGT CHANNEL. (TL:CR–119)

Chapter 700 of 5 FAM has been amended to explain in detail the policies, responsibilities and procedures under which audiovisual materials are produced and distributed with Department funds, as required by OMB Bulletin 81–16, dated April 21, 1981. In addition to the funding authority obtained through the annual budget cycle, the assistant secretary for public affairs (PA) is responsible for oversight for all Department audiovisual activities which must be included in the annual audiovisual report to the National Audiovisual Center. Offices of the Department are to request the written approval of the assistant secretary for PA for any audiovisual production covered by the annual report. (TL:CR–120)

Organization and functions

The validity of FAMC No. 29, "Organizational Changes in the Bureau of Personnel (M/DGP)," dated July 28, 1980, has been extended to July 25, 1983. (FAMC No. 82–21)

The Bureau of International Narcotics Matters has been reorganized. The principal

QUITO, Ecuador—Chargé d'affaires *John J. Youle*, second from right, presents Meritorious Honor group cash award to, from left, budget analyst *Jorge Carcelén*, personnel assistants *Cecilia Carvajal* and *Margot Gómez*, and secretary *Mariá Ormaza*.

changes are: (1) abolishment of the Office of Global Strategy and Support (INM/S); (2) transfer of program activities of the Global Support Division to the Office of Program Management (INM/P); and (3) transfer of functions of the Commodity Support Division to the Office of the Executive Director/Controller (INM/C) (TL:ORG–150)

In the Bureau of European Affairs, the title of the Office of Eastern European Affairs (EUR/EE) has been changed to the Office of Eastern European and Yugoslav Affairs (EUR/EEY).

A pen-and-ink change has been issued to add France to the Office of Western European Affairs.

The Table of Contents for Department Organization (100–300) has been reissued. (TL:ORG–151)

A new Chapter 500 has been added for the guidance of employees who are served with subpoenas and other forms of legal process involving official duties.

There are special procedures to be followed in responding to subpoenas from Congressional committees, subpoenas for production of official records or testimony of employees, and subpoenas relating to passports, visas, and special consular subjects. (TL:ORG–205)

General services

The list of officers who are exempt from 31 U.S.C. 638a, and who are authorized to use Government-owned or leased motor vehicles for transportation between home and place of employment, has been amended to include the four under secretaries and the counselor. (TL:GS–1095)

The personnel grade categories for the schedule of shipping and storage allowances have been revised. (Uniform Foreign Affairs Regulations for State/AID/USICA/Commerce/Agriculture) (TL:GS–298)

Chapter 1300 of 6 FAM has been amended to explain in detail the policies, responsibilities and procedures under which publications are produced and distributed with Department funds, as required by OMB Bulletin No. 81–16, dated April 21, 1982. (TL:GS–1093) ■

Newsom: associate dean

David D. Newsom, former ambassador and under secretary for political affairs, has been named associate dean of Georgetown University's School of Foreign Service. He will continue to serve there, as well, as director of the Institute for the Study of

MADRID, Spain—*Linda O. Swafford* of the political section is the recipient of a Meritorious Honor Award from Ambassador *Terence A. Todman*.

Diplomacy. He retired in 1981 after 34 years in the diplomatic corps. ☐

DURBAN, South Africa—At retirement ceremony honoring administrative assistant *Lillian Smith*, From left: *Ishwar Thawari*, consul general *Harold Geisel*, Ambassador *Herman Nickel*, Mrs. Smith, *Lois Clark*, *Moira Cerff*, *Michael Moulon*, *Elizabeth Bishop*, *Elizabeth Vorster*.

New 'Foreign Relations' volume is issued

The Department has released "Foreign Relations of the United States, 1952–1954," Vol. XIII, Indochina (in two parts). This is the third volume to be released of 16 recording the years 1952–1954. The foreign relations series has been published continuously since 1861 as the official record of American foreign policy.

The volume presents 2,497 pages of documentation, most of it previously unpublished and newly declassified, on U.S. policy in Indochina during the period. Arrangement of the material is chronological. Part 1 covers January 1952 to April 1954; Part 2 carries the story to the end of 1954. The documentation is accompanied by scholarly aids, including a complete list of sources. The index to both parts is in Part 2.

Developments covered in Part 1 include U.S. military assistance to French Union forces, U.S. military, economic and diplomatic support rendered to the Associated States of Indochina in the face of the Viet Minh insurgency in Vietnam, and the Viet Minh invasion of Laos in 1953. Part 2 contains extensive materials on the question of U.S. intervention in the siege of Dienbienphu, the search for concerted Allied action in the spring and summer of 1954 (the Geneva Conference period), the increased U.S. role in the State of Vietnam following the Geneva accords and the beginnings of American aid programs in all three of the Indochinese nations.

The documents in this volume are closely related to those included in Volume XVI, the Geneva Conference, published in 1981, and in Volume XII, Part 1, East Asia and the Pacific, scheduled for subsequent publication. The events recorded were documented in brief in the Department of Defense study "United States-Vietnam Relations, 1945–1967," (Pentagon Papers), Book 1. The comprehensive diplomatic record published represents the authoritative record of the developments of 1952–1954.

The new foreign relations volume was prepared in the Office of the Historian, Bureau of Public Affairs. Copies (Department of State publication 9211) may be obtained for $35 (domestic postpaid). Checks or money order should be sent to the U.S. Government Book Store, Department of State, Washington, D.C. 20520. For further information contact David W. Mabon, (202) 632-3518, or John Glennon, (202) 632-7768☐

Transborder data flow group to meet September 14

The working group on transborder data flows of the Advisory Committee on International Investment, Technology, and Development will meet September 14, 10 a.m. to noon, in the East Auditorium, Room 2925D, of the Department. The meeting will be open to the public. The purpose will be to report on foreign reactions to the proposed international data pledge, to report on progress on resolving the customs valuations of computer software problems, and to discuss preparation of a U.S. national paper for the U.S. Centre on Transnational Corporations.

Requests for information should be directed to Philip T. Lincoln Jr., Office of Investment Affairs, Bureau of Economic and Business Affairs, telephone (202) 632-2728. Members of the public wishing to attend must contact Mr Lincoln's office in order to arrange entrance to the Department building. The chairman of the working group will, as time permits, entertain oral comments from members of the public attending the meeting. ☐

Obituaries

John R. Maiorino, 32, a consular officer assigned to Naha since 1981, died in a drowning accident on July 11 in Okinawa.

Mr. Maiorino was born in New Jersey. From 1970–78, he served in the Air Force. He earned a bachelor's in 1977 from the University of Maryland, and a master's in 1978 from Troy State. Joining the Foreign Service in 1978, he was assigned to Mexico City as consular officer and third secretary. In 1980 he became second secretary.

Survivors include his wife, two sons, his parents and a sister. □

Elwood Williams III, 68, a retired Department employee and expert on Germany and U.S.-German relations, died of multiple sclerosis on June 30 at Georgetown University Hospital. He was stricken with the disease at age 31.

Mr. Williams served as an international relations officer in the Bureau of European Affairs, Office of German Affairs, for nearly 25 years. Earlier in his career, which began in 1940, he was assigned to Winnipeg as a clerk. A recipient of the Department's Superior Honor Award in 1966, he was also 1 of 10 finalists selected for the 1969 Outstanding Handicapped Federal Employee of the Year Award, given by the Civil Service Commission. After retiring in 1974, he worked for the Department as a consultant.

Mr. Williams

Born in New York, Mr. Williams studied as a boy at the Die Freie Schulgemeinde Wickersdorf, in Germany. He was a graduate of Georgetown University and also attended Yale and New York Universities. During the war, he served overseas in the Navy. He was a member of the board of the Washington Multiple Sclerosis Association, for several years. Survivors include his wife, a son, two daughters, a sister and a brother. □

Walworth Barbour, 74, a career Ambassador who was the U.S. envoy in Israel for 12 years, died of pneumonia on July 21 in a hospital at Gloucester, Mass.

Mr. Barbour, a native of Massachusetts, graduated from Harvard Unversity in 1930. Joining the Foreign Service the following year, he served as third secretary and vice consul in Naples, Athens, Baghdad, Sofia and Cairo. He returned to the Department in 1945 and became assistant chief of the Division of South European Affairs, then chief of southeastern European affairs.

Mr. Barbour

In 1949, Mr. Barbour was assigned to Moscow as minister-counselor. His next assignments were as director of eastern European affairs, then as deputy assistant secretary in the European bureau. From 1955 until his ambassadorial appointment in 1961, he was deputy chief of mission and minister-counselor in London.

He won a Distinguished Honor Award in 1971. He retired in 1973. Survivors include a sister. The family suggests contributions to the American Foreign Service Association scholarship fund. □

Birney A. Stokes, whose last assignment in 1976 was to Maseru, as deputy chief of mission and counselor, died at Alexandria Hospital on July 7. He was 58.

Joining the Foreign Service in 1952, he was economic officer in Dakar, 1953–56; economic and consular officer in Stuttgart, 1956–61; and economic and consular officer in Rabat, 1961–63. In 1964 he was appointed principal officer in Kaduna. from 1969–76, he served in the Department as economic/commercial officer, then as an international economist. He retired in 1979.

Mr. Stokes was born in New Jersey. During the war he served overseas in the Navy. Survivors include his wife, two sons, four daughters, two sisters, two brothers, three grandchildren. □

Glenn S. Messenger, 63, a communications specialist assigned to the Department from 1971 until he retired in 1979, died on August 11.

Mr. Messenger served in Buenos Aires as communications and records officer, 1969–71. Before joining the Department in 1965, he was a communications specialist at the Federal Aviation Agency for two years. From 1943–65, he served in the Air Force and attained the rank of lieutenant colonel.

Mr. Messenger was born in Iowa. He was graduated from the University of Maryland. Survivors include his wife and three daughters. □

Alfred J. Erdos, 57, a Foreign Service officer who retired in 1972, died on March 10, according to word received recently by STATE.

His 20-year career included assignments to Cairo as political officer, La Paz as labor-minerals officer and Brussels as industrial officer. He was head of the economic section in Conakry 1964–65. Returning to Washington in 1966, he was officer-in-charge of Guinea-Mali Affairs, then country officer for Guinea. Assigned to Niamey in 1968, he served as counselor, deputy chief of mission and political officer, and received a Meritorious Honor Award in 1969. His last post was Santa Isabel, where he was deputy chief of mission and counselor.

Mr. Erdos was born in New York. He was graduated from the Georgetown University School of Foreign Service. From 1943–46 he served in the Army. Survivors include his wife and a son. □

William H. Bruns, 66, who retired in 1976 after serving as principal officer in Osaka-Kobe, died on June 17.

He was principal officer in Perth, 1972–74, and in Nagoya, 1951–54. Other assignments included political officer and first secretary in Manila and Tokyo, and political adviser in Naha. From 1968–71, he was deputy chief of mission in Singapore. During the early years of his 36-year career he served in Panama, Lagos, Seoul and Tokyo as vice consul. Department assignments were to the Bureau of International Organization Affairs, 1955–60, and East Asian and Pacific Affairs, 1971–72.

A native of Washington, D.C., Mr. Bruns was graduated from Georgetown University in 1938. From 1944–47, he was in the Army. Survivors include his wife and daughter.□

Reginald P. Mitchell, 80, a Foreign Service officer who retired in 1952, died on June 27.

Mr. Mitchell was born in Florida. A graduate of Vanderbilt, he also attended the Emory University school of law and the University of Bordeaux. From 1919 until joining the Foreign Service in 1931, he was the Washington correspondent for a press assocation.

He served as vice consul in Bordeaux and Hankow, as third secretary in Warsaw and Dublin, as second secretary and consular officer in Port-au-Prince, and as consular officer in Port Said and Algiers. In 1945, he was named assistant to the special assistant to the secretary for press relations.

Mr. Mitchell was detailed to the U.S. mission to observe elections in Greece, then to the U.S. temporary mission on Korea. He went on to serve as second secretary in Paris, and consular officer in Naples and Quebec.

Survivors include his wife. □

Forrest K. Geerken, 74, who served as consul general in Glasgow, 1961–65, and Belfast, 1965–66, died on August 9.

Mr. Geerken was born in Iowa. After graduating from the University of Minnesota, he joined the Foreign Service in 1930. His assignments included Adelaide, Penang, Manila and Colon as vice consul; Mexico City as consular officer and second secretary; Sao Paolo as consular officer; and Rome, Tokyo and Havana as first secretary and consular office. He retired in 1966. Survivors include his wife.□

IZMIR, Turkey—At Christian Cemetery, Ambassador *Robert Strausz-Hupe*, right, with consul general *Beauveau Nalle* and senior American military officers, pay tribute to the late U.S. consul, *David Offley*, who died in 1838, and to eight U.S. Navy men also buried here.

Perry N. Jester, 80, a consular officer who retired in 1956 after consecutive appointments to Colombo, Dakar, Hamilton and Barbados as consul general, died on July 8. Beginning his career in 1927, he served as vice consul in Hong Kong, as third secretary in El Salvador and as consular officer in Barbados, Southampton, Lagos and Colombo.

Mr. Jester was born in Georgia. He graduated from Bailey Military Institute and the University of Virginia. During the first world war, he was in the Merchant Marine. Survivors include his wife. □

Cesare Tavella, 74, a former Foreign Service national employee who served at the consulate in Turin for over 50 years, died there on July 21.

A native of Turin, Mr. Tavella was 13 when he began to work at the consulate as a messenger and clerk. Having served 20 years by 1941, when the consulate was closed because of the war, Mr. Tavella was imprisoned for 72 days because of his association with the U.S. Government. In 1946, when the consulate reopened, he returned and eventually became a consular adviser. He received a meritorious service award in 1951.

In 1963 he and his wife, an American and former secretary at the consulate, visited the United States, using a fund donated by American staff members. No information is available on survivors.□

Florence Grob McEssy, a former Foreign Service national employee at Embassy Bogota, died on March 22. She worked in the embassy's administrative section during the '40s and '50s. Survivors include her husband, a son and several grandchildren. ■

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Call numbers are given for books in the Department Library.

Library Services

Location: Room 3239 New State.

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State

The Newsletter United States Department of State October 1982

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PHILIP C. HABIB

Presidential Medal of Freedom

S 1.118:

THE COVER—Ambasador Habib is honored for his role in the Lebanese crisis. Story on Page 2. *(White House photo by Mary Anne Fackelman)*

United States Department of State

Letters to the Editor

See?

RESTON, VA.

DEAR SIR:

Recently a usually well-informed friend happened to remark to me, in effect, that it was his impression STATE magazine publishes only sanitized material supporting the party line.

Well, I hope I was able to disabuse him of that impression. I said that I had solid evidence to the contrary, based on firsthand experience. I told him that in the last three years I had submitted three letters to the then-named Newsletter, two dealing with Vietnamese abandonees—Vietnamese former U.S. Government employees left behind in Vietnam against their will at the time of the 1975 evacuation—and one dealing with the personal security of U.S. embassy personnel. In those letters I tried to be—and hope I sounded—polite. But the letters were critical of U.S. Government policies and procedures, at least by implication.

If STATE magazine exists to prove that all is for the best in this best of all possible worlds, it would not have published those letters. Furthermore, it did not tamper with the texts in any way.

STATE magazine is one of the best forums available to us active and retired Foreign Service personnel for publicizing minority and even individual viewpoints. Why don't we make better use of it?

Pardon me, colleagues, but if you are not writing, it is not because you have nothing to say. But if what you have to say is worth saying, why isn't it worth writing? Give it a try. Take out the typewriter. Put it on the table. Then let the fingers do the work. It isn't hard.

Sincerely,
JAMES H. DE COU ■

There's never a gamble with U.S. savings bonds. Just a good deal for you and your country.

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STATE magazine (formerly the Department of State NEWSLETTER) is published by the U.S. Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

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Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double space* on typewriter, spelling out job titles, names of offices and programs—*acronyms are not acceptable.*

Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right.

Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402. □

Phil Habib wins Presidential Medal of Freedom

It's the top award for civilians

AMBASSADOR Philip C. Habib—who sees himself as the "boy from Brooklyn, via Idaho, out to California and then here"—has been awarded the Presidential Medal of Freedom, which is the nation's highest civilian honor.

He was presented the decoration at a White House ceremony on September 7. It was a time of relative quiet in Lebanon; the public mood was somewhat optimistic. The Palestine Liberation Organization had been induced to evacuate West Beirut, and the administration had put forward a comprehensive proposal for peace between Israel and the Arab nations.

On being given the medal, in the presence of President Reagan's cabinet members and luminaries of the current administration and earlier administrations, Mr. Habib said: "You honor me very greatly, Mr. President." Then he recited his personal odyssey, beginning with Brooklyn, and moved on to an observation about his roots. "It's particulary fitting," he said, "considering that my mother and father came from Lebanon, that their son had something to do with bringing a bit of peace to that harried land."

Another perspective

But Mr. Reagan, eyeing Mr. Habib, saw him in yet another dimension. It transcended the Brooklyn, Idaho, California and Lebanon connections. The President turned from the microphone to face his special emissary to the Middle East and told him he was paying tribute to "a truly great American."

Reading from the citation, he said that Mr. Habib's "successful negotiation of the cease-fire in Lebanon and the resolution of the West Beirut crisis stands out as one of the unique feats of diplomacy in modern times."

Mr. Habib, 62, long a favorite of officers and other employees of the Foreign Service, where he rose through the ranks, apparently is the first career diplomat ever to receive the award that the President described in these terms: "What the Olympic Gold Medal is to athletes, what the Congressional Medal of Honor is to the military, the Presidential Medal of Freedom is to the private U.S. citizen." On the list of Americans so honored over the last two decades, including scholars, creative artists, jurists, astronauts and others, there are names of other diplomats and statesmen. But these were persons who had already made their mark in other fields before Presidents called on them to take high office in the foreign policy area. As for Mr. Habib, he started his career as an economic officer at the U.S. embassy in Ottawa, Canada, in 1949.

(White House photo by Jack Kightlinger)

←

In the East Room of the White House.
(White House photo by Bill Fitz-Patrick)

Others are praised

In the ceremony in the East Room, where Mrs. Reagan and Mrs. Habib shared the podium with their husbands, it became evident that the President and the ambassador think alike not only in matters of diplomacy but also in human terms. They paused pointedly in their praise of one another to give credit to others as well.

"Phil is not alone," the President said. "When we honor him we honor all of you in Government service—diplomats, soldiers, analysts and secretaries—who have shown once again your commitment, loyalty and skill. Phil might say that he and the rest of you were only doing your jobs. I say that your efforts give vital support to the foreign policy of the United States, and our nation owes you all a debt of gratitude."

And mindful of the presence of Marjorie Slightam Habib, who hadn't seen her husband for nearly four months, Mr. Reagan spoke of "the great personal sacrifices involved for a brave and patient wife."

Mr. Habib, for his part, responded with thanks "on behalf of not only myself but also on behalf of all my colleagues in the Foreign Service who've made me what I am today." He said: "I wouldn't let this occasion go by without saying that whatever we accomplished, as you know, was a team effort. My right-hand man, Morris Draper [deputy assistant secretary in the Bureau of Near Eastern and South Asian Affairs]—I used to say half-jokingly that Morris did all the work and I got all the credit . . . But the team was a great one . . . and Secretary Shultz backed us completely." Then he added: "There still is a great deal to do. The situation remains extremely tenuous."

More work to be done

[The President announced the next day, at a White House news conference, that Mr. Draper had been accorded the personal rank of ambassador and that he was returning to Lebanon. Slated to accompany him was Christopher W. S. Ross, the bureau's public affairs adviser, who was to act as Mr. Draper's deputy. Mr. Habib himself, who for years has been battling a heart condition, told the reporters: "I am going to take a vacation. And then I am at the President's disposal as always." Speaking of his work in Lebanon, he rejected the

Secretary Shultz, Mr. Habib, Morris Draper and President Reagan are back at work, following the presentation of the medal. *(AP photo)*

descriptive term "successes," observing that he preferred the phrase "initial Progress."

[Mr. Reagan also announced the formation of an interagency steering group on Lebanon, under the chairmanship of Kenneth W. Dam, deputy secretary of state, to "coordinate the political, economic and security assistance dimensions of our policy."]

Mr. Habib had been called out of retirement on May 5, 1981, by the President to take on the trouble-shooting assignment in the Middle East, as Mr. Reagan's personal envoy. He had retired on February 29, 1980, receiving letters from President Carter and former Secretary Kissinger, and also a certificate of appreciation from the American Foreign Service Association, which he had served earlier as president.

This was his life

He was born February 25, 1920, in Brooklyn, and was graduated in 1942 from the University of Idaho. In 1952 he received a Ph. D. degree from the University of California. He was in the Army during World War II.

After his initial Foreign Service assignment in Ottawa, he served at the U.S. embassy in Wellington, New Zealand, 1951–54, then in the Department, 1955–57. In the years following, he was political officer at Port-of-Spain and officer-in-charge for underdeveloped areas in the Office of the Under Secretary's special assistant for Communist economic affairs. From 1962 to 1965 he was counselor for political affairs in Seoul. He was assigned to Saigon, 1965–67, where he served as political officer with the personal rank of minister.

Then he was deputy assistant secretary for East Asian and Pacific affairs, 1967–69, and senior adviser to the U.S. delegation at the Vietnam peace talks in Paris, 1968–71.

Since that time, he has been ambassador to Korea, assistant secretary for East Asian and Pacific affairs and under secretary for political affairs. Additional assignments have included diplomat-in-residence at Stanford; senior adviser to the Secretary with specific responsibilities for U.S. policy in the Caribbean and Central America, southern Africa, the Middle East and Lebanon; adviser to the Secretary on proposals for restructuring of the Foreign Service; and chairman of the Committee to Review Recruitment and Examination for the Foreign Service (a panel which made a number of recommendations in the equal employment opportunity and affirmative action areas, many of which were implemented).

Among Mr. Habib's other decorations are the Rockefeller Public Service Award, the National Civil Service League's Career Service Award and State's Distinguished Honor Award. ☐

The President* and the *First Lady*, with *Mr. Habib.* *(White House photo by Michael Evans)

Morris Draper: 'One who loves spy novels'

The article that follows is reprinted from the New York Times, where it was published as a "Man in the News" feature.

By Bernard Weinraub

WASHINGTON, Sept. 8—At airports in the Middle East, Morris Draper is hardly an inconspicuous figure. In a pin-stripe suit, towering over his colleagues, his white hair flowing in a wave, Mr. Draper steps quickly toward the bookstand and scoops up a half-dozen spy novels.

"He collects paperbacks at airports," says his wife, Roberta Hornig, a news editor with the National Broadcasting Company. "He loves spy novels, John Le Carré and all the others; that's the way he unwinds."

There is every possibility that the sale of spy novels at Middle East airports will escalate over the next few weeks as Mr. Draper begins the pivotal task that President Reagan announced today: the management of the withdrawal of all foreign troops from Lebanon.

Popular with his staff

One State Department official said there were few career officers in the agency who were better qualified than Mr. Draper, in terms of experience and personality, to deal with the highly-charged Lebanese situation. His secretary, Candy Fernandez, said: "The entire staff here feels he deserves every recognition. He's one of the most considerate people I've ever worked for. He's generous. He has a terrific sence of humor, a lot of charisma. We all fight to go on trips with him."

Mr. Draper has accompanied Philip C. Habib, the special American envoy, for the last year. He knows most of the Middle East leaders and speaks Arabic and French fluently. It was these linguistic skills, as well as Mr. Draper's knowledge of the area, that Mr. Habib relied upon in the weeks that led up to cease-fire in Beirut and the withdrawal of the Palestine Liberation Organization from the city.

In the process Mr. Draper spent most of the summer on planes while his wife moved the couple's belongings into a condominium on New Mexico Avenue in the Wesley Heights section of Washington. "He's only spent two days here," said Miss Hornig, who met Mr. Draper in 1974 on a trip to the Middle East when she was a reporter for The Washington Star.

"One of the reasons we wanted the condominium was because the building has a tennis court and a pool," Miss Hornig said with a laugh. "He hasn't been on or in."

Born in San Francisco

Morris Draper was born in San Francisco on Feb. 18, 1928, the son of a career military officer. He served in the Army in 1946–47, and then attended the University of California, earning a bachelor of arts degree in political science in 1952 and graduating Phi Beta Kappa.

Upon graduation, Mr. Draper joined the Foreign Service, working two years in the executive secretariat and then overseas as a political officer in Singapore. From 1958 to 1961, he studied at the American University of Beirut, and over the next two decades virtually all of his assignments involved the Arab world and the Middle East.

Mr. Draper, who is now a Deputy Assistant Secretary of State, worked in Amman, Jordan; Jidda, Saudi Arabia, and Ankara, Turkey. Before his appointment to his current job, in 1978, he was "country director" for Jordan, Syria, Iraq and Lebanon.

As a political officer in Amman in 1970, Mr. Draper was involved in a brief and highly publicized episode when Palestinian guerrillas kidnapped him as he drove to a dinner party. He was held overnight and released after contacts between the Jordanian Government and the guerrillas.

Mr. Draper's rise within the State Department was attributed to numerous factors, among them his ability to translate a policy proposal into a politically viable plan that would meet the needs of Congress, or Administration officials or even foreign leaders.

"He's highly sensitive to the needs of political leaders," said Harold H. Saunders, an Assistant Secretary of State in the Carter Administration. "He could take a bureacratic product and fashion it in political terms. He was able to deal with the needs of senior policymakers as well as the realities of the world."

Mr. Saunders said that Mr. Draper had a "tremendous range of contacts" in the Arab world as well as in Washington among the foreign policy establishment, Congress and news outlets. "He really knows the Lebanese situation better than anyone I know in the U.S. Government," Mr. Saunders said.

Mr. Draper has three children from his first marriage and a grandchild. Last year he was married to Miss Hornig, who says that the two have agreed not to discuss among themselves her husband's often delicate and secret negotiations in the Middle East.

"He never tells me anything," Miss Hornig said, although she divulged that his favorite pastime, besides spy novels, was cooking. "He's marvelous on French sauces," she said. ☐

'One of the best'

Following is the text of an editorial that appeared in the Washington Post on September 8:

You can put aside the cracks about those effete cookie pushers, the ones in striped pants, over at the State Department. Yesterday President Reagan awarded the Medal of Freedom to one of their best, Philip Habib, for his "truly heroic work" in conducting the negotiations that halted a war in Lebanon and transformed the prospects for peace in the area as a whole. It was a fine moment for Phil Habib, a no-nonsense career diplomat who, heart condition and all, came out of retirement to take this demanding and dangerous mission. It was, too, a moment for the Foreign Service, which is often made scapegoat for our international frustrations and which can well use having its luster freshened by the likes of Phil Habib.

To isolate the contribution of one man is not so easy. But what Ambassador Habib did was to take a glint in the eye of policy-makers and turn it into real coin. The glint was the desperate hope that the part of the Arab-Israeli war being waged across the Lebanese border could be dampened and then perhaps diverted into a process of peace. The coin was at first, in July 1981, an Israeli-PLO cease-fire and, a year later, the multi-party agreement that finally terminated the siege of Beirut.

Mr. Habib performed no magic: he was unable, for instance, to induce Syria to withdraw its missiles from Lebanon for a year or to prevent another major war from breaking out, and he needed the pressure of the Israeli army on the PLO, as costly as that pressure was to Beirut and its people, in order to end the war and avert still more losses. Still, this man who is pleased to be called a rug merchant had something better going for him than magic, which is not reliably on tap to ordinary mortals. He had the imagination, toughness and perseverance to see the game through.

Mr. Habib had as well the confidence of the president. This is to the point. Many people see Ronald Reagan as a strong-armer. Much of what he has said over the years conveys that impression. From the start in Lebanon, however, and now more widely in the Middle East, Mr. Reagan has emerged as a leader trying to use American power in its various dimensions to shape a political accommodation. We find no irony in his celebrating an achievement of diplomacy. We see an apt symbol for the larger quest he is engaged in now.

THE FILES of STATE magazine disclose that Phil Habib has not only worked at his job—he's played at it. The evidence is shown here as Exhibits A, B and C.

A—IN 1976, in Washington, *Mr. Habib* umpires softball game between members of the Department and the Japanese embassy. The Department won. It's not clear from the records whether Mr. Habib umpired by diktat or negotiations. *(Photo by Tom Carney)*

B—IN 1974, in Seoul, *Mr. Habib* sings with Foreign Service nationals at his own farewell party. The song was "My Blue Heaven"—his favorite.

C—IN FEBRUARY 1980, at the Department, *Mr. Habib* retires from the Foreign Service and receives Wilbur J. Carr Award from *Secretary Vance*, who says kiddingly: "This is the only one of the Department's highest awards you haven't already won." *(Photo by David M. Humphrey, Visual Services)* ■

Life in the Foreign Service

Meet Ken Kolb: solo diplomat in the Arctic

He's our one-man team in Tromsø, Norway

BY KENNETH H. KOLB

The author has been a Foreign Service officer since 1974.

TROMSØ—Soon it will be Midsummer Night and, even here, 250 miles north of the Artic Circle, it should no longer be snowing. Yet, as I look out from my office in this northernmost U.S. Foreign Service post, the snow is falling from all-too-typical lead grey skies. Happily, the snow is not accumulating here downtown, but the mountaintops across the sound are ensconced in a blizzard, and the snow is piling up. The weather service says this is the coldest June since 1923, but Tromsø natives assure me that summer should be coming any time now and that, when it comes, it will arrive virtually overnight. Then again, they admit, it may not really come at all—and we will have to endure a few months of the northern Norwegian "Green Winter" before darkness and snow begin again.

***Ken Kolb* in his office.**

Where is this place called Tromsø, and what am I doing here? All alone, I am occupying the U.S. Information Office in this city of 47,000—the unofficial capital of North Norway. The North—35% of Norway's land area (80% of it above the Arctic Circle), containing 12% of its population—is my territory. Although I am a State Department Foreign Service officer, my title is information officer. Reporting directly to the deputy chief of mission in Oslo, I serve as the embassy's extended arm in the North, representing U.S. interests and providing information about America to Norwegians in this nation's three northernmost provinces. "Public relations" is a big part of my job and in some respects, my operation resembles that of a USIA branch public affairs office. But I also contribute reporting on political and economic developments here; I program and accompany official visitors in their travels in the area; I speak to schools, service clubs and organizations; I answer questions about visas and provide some citizenship services (although I do not have consular authority); I serve as an unofficial travel consultant for those going to the United States; I operate a small reference library; etc. In short, I am the U.S. presence here. This office was previously a USIA information and cultural center. It was closed, then almost immediately re-established and staffed by a State Department officer, in 1966. "USIO Tromsø has been an integral part of embassy operations in Norway ever since.

'... Not many officers in the Foreign Service ... have ever heard of this place ...'

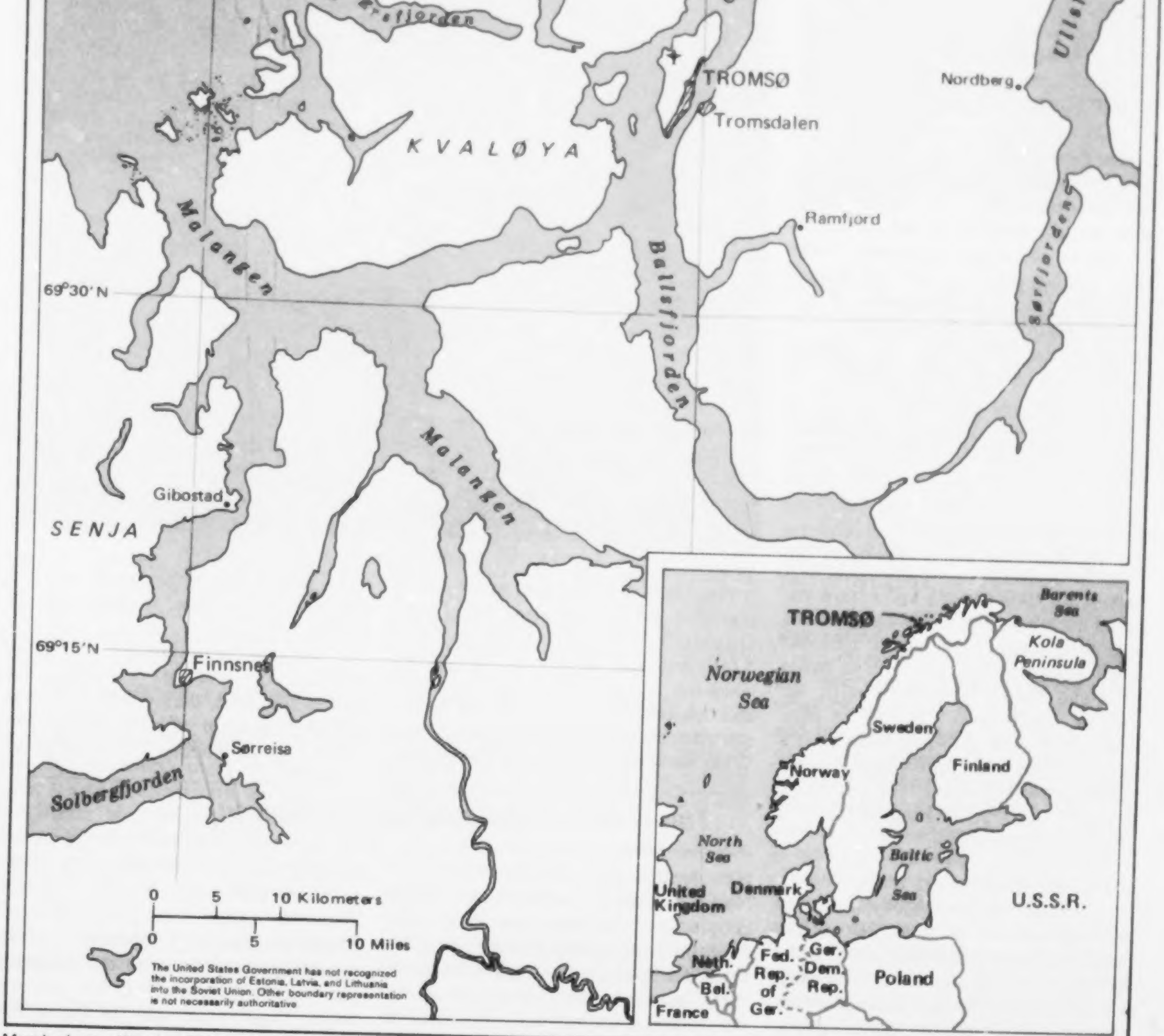
First choice

There are probably not many officers in the Foreign Service who have ever heard of this place, and fewer still who have wanted to serve here. This is a one-officer post, almost totally divorced from the ordinary conduct of foreign relations abroad. But for me, this is a very special assignment indeed. Tromsø was my first choice; this had been the second time I bid for it. In the mid-70s, I had served as an economic/commercial officer at our embassy in Oslo. During that time, I traveled widely in Norway and came to know the country well. The North, I thought, was a particularly fascinating place. In seeking the assignment I stressed my fluency in Norwegian (a *must* in this job); my familiarity with Norwegian politics, organizations, culture and major issues; and my wife Lin's desire to come to North Norway (an entire family must want to serve in an assignment like this).

I don't know how many others bid for Tromsø in 1980, but I was extremely pleased to learn I had received the assignment. I did all I could to brush up on the Norwegian language and issues while serving, as I was at the time, in Madagascar. This was not so impossible, really, thanks to Radio Norway and newspapers provided by the honorary Norwegian consul. I corresponded with my predecessor about administrative details, and replenished my winter wardrobe. After initial consultations at the embassy, we made the long drive up and arrived here in July 1981.

Big neighbor to the east

Why does the U.S. Government maintain a post in North Norway? Geography has much to do with it—both Norway's internal geography and the geopolitical situation of the North. To take the latter first, about 280 miles


18°00'E
19°00'E
RINGVASSØY
REINØYA
Norwegian Sea
69°45'N
Grøtsundet
Ullsfjorden
Kaldfjorden
TROMSØ
Tromsdalen
Nordberg
KVALØYA
Ramfjord
Malangen
Balsfjorden
Sørfjorden
69°30'N
Malangen
Gibostad
SENJA
69°15'N
Finnsnes
Sørreisa
Solbergfjorden
0 5 10 Kilometers
0 5 10 Miles
The United States Government has not recognized the incorporation of Estonia, Latvia, and Lithuania into the Soviet Union. Other boundary representation is not necessarily authoritative
TROMSØ
Barents Sea
Kola Peninsula
Norwegian Sea
Sweden
Finland
Norway
North Sea
Baltic Sea
United Kingdom
Denmark
U.S.S.R.
Neth.
Fed. Rep. of Ger.
Ger. Dem. Rep.
Poland
Bel.
France

Map by Laura Wasko, Office of the Geographer, Bureau of Intelligence and Research due east of where I sit—across the desolate northern province of Finnmark (which compares in area with Denmark)—lies the border with the Kola Peninsula of the Soviet Union. Norway is one of two NATO countries (the other is Turkey) which directly borders on the USSR, and thus this area is of vital strategic importance to the alliance. For our part, the United States wants to show northern Norwegians that we understand the special significance of their area; that we're interested in their ideas and concerns; and that we consider their participation in and backing for alliance activities, policies and principles as important, if not more so, as anybody's.

From the standpoint of Norway's internal geography, it's worth knowing that the distance from my office in Tromsø to the embassy in Oslo is *the same as that between Oslo and Rome!* Although recent improvements in air communications have lessened the isolation of the North from the capital, the distance is still such that embassy officers traveling out of Oslo would be hard put to cover this area effectively. So it was decided in the mid-60s that a physical presence in the North made sense—politically and, not unimportantly, from a resource point of view.

North Norwegians have always been very receptive to our presence here—my predecessors and I have enjoyed excellent access to organizations and institutions, and warm relationships with our contacts. We've made deep and lasting friendships with our "fellow Northerners." For all of this, however, service in North Norway is a very peculiar sort of Foreign Service experience. Consider, for example, some of the following aspects of life above the Arctic Circle.

A view of Tromsø's main street, downtown.

Climate and setting

Tromsø, and much of the rest of my territory, lie at about 70 degrees North, or at the same latitude as Point Barrow, Alaska, northern Greenland and northern Siberia. Thanks to the warming effect of the Gulf Stream, however, northern Norway is not ice-covered tundra but, rather, as the travel literature puts it, "the planet's northernmost civilized area." All of the 5,600 miles of northern Norwegian coastline is ice-free the year 'round, and coastal temperatures in the winter are actually milder than those in Oslo. What we have, basically, is a maritime, New England-type winter climate. Ninety percent of the North Norwegian people live less than four kilometers from the sea, so only a very few suffer from the Siberia-like inland climate. It never gets extremely cold here in the winter, but it doesn't get very warm in the summer, either. Summer temperatures rarely get higher than the 60s Farenheit and, often, it does snow in June.

'. . . This area is of vital strategic importance . . .'

The northern latitudes also bring extremes of light and darkness. The dark period here, during which the sun doesn't appear at all, lasts from November 25 to January 21. To make up for this, the midnight sun shines (theoretically from May 21 until July 23. (The Norwegian "truth in advertising" board doesn't allow Northern tourist organizations to promote the midnight sun because, very often, it's overcast during the summer, and the sun is not to be seen.)

Mr. Kolb, **with** *Erik*, **in front of their home.**

The U.S. information office is on second floor of building on right.

Still, it's light 24 hours a day during these months, and it really is dark—or, in the best of cases, "deep blue" at midday, during the winter. These periods of total light and darkness, and their effect on biorhythms, have been the subject of much study. From personal experience, I can attest to the fact that little babies often have trouble sleeping in the light (although blackout curtains do help), that adults sleep more in the winter and less in the summer, and that, otherwise, one tries to plan vacations in the winter and to stay up North in the summer. Those who have gone through the adjustment to total darkness and light, it is said, have few problems the first year because it's such a curiosity. By the second winter, they begin to dread, then loathe, the darkness. By the third, it seems very normal to them. Indeed, those who've been born and raised here often say they'd have it no other way. Maybe, when they're lucky enough to have a real summer, they have a point.

'... This is really a rather cosmopolitan, albeit small, city ...'

Living in Tromsø

Contrary to what you might expect, given its location, this is really a rather cosmopolitan, albeit small, city. Tromsø's two nicknames—"Gateway to the Arctic" and "Paris of the North"—say much about the character of the place. The municipality's 960 square miles make it Norway's biggest town in area (it compares in size to Luxembourg), although much of this is mountains and wilderness. The town's center is on a small island, sheltered from the open sea by larger, barrier islands. It's an old town, incorporated in 1794. It experienced its first boom in the middle 1800s, when many of the characteristic wooden houses were built. Because Tromsø, unlike most of the North, avoided damage during World War II, much of its tradition and charm remains.

The second boom came around 1970, with the establishment of the world's northernmost university. The town, as the educational, commercial and health services center for the entire North, resembles any number of important coastal centers in southern Norway. This nation is one of the most modern, well-off countries in the world, and under its Scandinavian brand of social democracy, and because of its "district policies," people in the North enjoy the same high standard of living (but with higher costs for most things) as do their cousins in the South. New buildings here are beginning to dominate the downtown landscape, and outlying residential areas are expanding. Department stores, supermarkets, restaurants, nightclubs and good recreational facilities are all part of the scene.

Being alone

Life here, north of the Arctic Circle, isn't very unlike that at most other small posts. What *is* different, for me and my family, is our lack of contact with other Americans and with personnel from Western embassies and from international organizations—the absence generally of traditional diplomatic activities. Although some European countries maintain honorary consuls in Tromsø (these positions are held by local businessmen), ours is the only diplomatic establishment in the North carrying out an active program, staffed by someone from a professional foreign service. So we are, from this aspect, quite alone up here.

The university, however, has created a fairly cosmopolitan milieu, and there are a handful of Americans, English, Irish and others who are associated with it. There are also a good number of people who have studied and/or worked in the United States who are now associated with the university. Additionally, oil activities are beginning offshore, and foreigners working in this sector are beginning to make their presence felt in the North. Finally, we were quite surprised to discover how many English-speaking women have married Tromsø men and settled here permanently. We count among our closest friends people from these various groupings.

By and large, social life here is quite limited, and outside entertainment is very much small-town in character (unless you happen to be a swinging single, with lots of money to spend in the various clubs around town). Norwegians most often gather as families, and place great stock in outdoor activities. We've adopted our lifestyle to this pattern, and are enjoying it very much. For us, coming as we did from an assignment where both internal embassy and external "official" social life was at times intense, Tromsø seems almost a welcome relief.

Enter Erik (age 1)

Besides, something else is taking up a lot of our time. Our first child, Erik, was born here last year in September. One of the very few U.S. Foreign Service children born above the Arctic Circle, Erik is thriving here. Because of the ultramodern women's clinic at Regional Hospital, there was never any hesitation about our using the local medical facilities in connection with Erik's birth. Postnatal care is also quite adequate—although, we must admit, quite a bit different from the personalized attention you would get in the States from your own doctor or pediatrician.

Erik spends many hours outdoors, as do most Norwegian babies— at first, in his pram and, now, in his active stage, on whatever piece of level snow-free ground we can find to place him on. He has already participated in the Norwegian national pastime—cross-country skiing. But at his age, he has to be content with being pulled along in his "pulk," a special sled drawn along behind a skier or, sometimes, a well-trained sled dog.

Erik has traveled, in his car seat, over much of the territory of the North. He has slept in his own little sleeping bag in Norwegian camping cabins. And he has backpacked (with him in the backpack) over a lot of rugged northern terrain. All in all, North Norway is a fine place to be a baby.

Erik Kolb **in his pulk. His mother,** ***Lin*, is pulling him.**

'Erik spends many hours outdoors, as do most Norwegian babies . . .'

Lin's lot

Life here, however, is a little bit more difficult for spouses. My wife Lin has worked in professional positions at our other posts, but this would have been quite difficult for her to do here. In her case, she had decided before we got here that she would devote these years to the baby. But, in any event, jobs for foreigners are not very plentiful. (The United States and Norway do have an agreement permitting diplomatic spouses to work legally.)

Lin speaks good Norwegian, so this makes her life much easier. Additionally, she's very fond of Norwegian-style outdoor activities. She and Erik go skiing in the winter and spring. They take hikes. They will pick berries together this summer.

Lin has also added new spark to the Tromsø Tennis Club (the world's northernmost?) and has enjoyed more *indoor* tennis time here (it's virtually free) than she has anywhere else. She was as keen as I was to return to Norway, and she's really enjoying her time here in the North.

The Kolbs' residence

We live in a rather spacious rented house on the south side of the island. It's a 20-minute walk from the office. The house has a fireplace to keep us cozy through the long winter, but electric panels (used almost the year 'round) provide the real warmth. The house also has lots of storage space downstairs—a must for the stock of consumables we've shipped to ourselves, to compensate for the lack of selection and the astronomical prices we find up here.

The house is fully furnished by the Government, and it has modern U.S.-sized appliances. So creature comforts are more than adequate to make this tour a pleasant one. Keeping up this house, however, is a time-consuming task. During the long winter, for example, clearing the exterior stairs and driveway of snow and ice seems a never-ending chore. Doing battle with the hearty northern weeds in July and August, while trying to get a little something to grow, will also be quite a job.

Amanda Durkee **in 1981.**

Boy champ and girl champ

Erik Kolb was the first boy—but not the first baby—to be born to U.S. Foreign Service parents north of the Arctic Circle. The apparent real titleholder is a girl—Amanda S. Durkee, daughter of Michael and Sherry Durkee, who was born in Tromsø on April 7, 1973.

Amanda is now living in Santiago, where her father is the political counselor and her mother the budget and fiscal officer. "As a child of the North Sea and the rugged Norwegian coast," Mr. Durkee told STATE, "Amanda is right at home playing on Chile's long Pacific shore."

(Note: If there are any other Arctic children in State's family, the editor hasn't heard of them.)

A unique work situation

Although I'm officially a part of the embassy staff (assigned to Oslo, resident in Tromsø), USIO Tromsø is really an autonomous operation. My day-to-day links to the embassy are the telephone and the local mails. They bridge the 1,000-mile gap well enough, but the sense of isolation is always present. Working alone, of course, does have its advantages. Within the broad guidelines established by the ambassador and deputy chief of mission, I cover the North in the ways (resources permitting) I decide to do so. To keep aware of developments at the regional and local levels, I monitor the northern press and media from my office here. Twice a year, at least, I visit the major population centers in the region—chatting with provincial and local officials, editors, businessmen and officials of schools and political and other organizations. I alone am responsible, however, for planning the travel, deciding upon the contacts, delivering speeches, handing out materials, etc. Additionally, a good bit of my travel around the region is done in connection with USIA programming in the area, or to accompany official visitors from the embassy or Washington.

'Working alone . . . does have its advantages . . . I cover the North in the ways . . . I decide to do so . . .'

Priorities and activities are also discussed during my frequent consultations at the embassy in Oslo. The ambassador and/or deputy chief of mission will convene the informal "Tromsø Working Group" (interested section chiefs), and we review happenings in the North, explore programming opportunities and decide how my substantive reporting should mesh with the embassy's own reporting plans. The embassy consultations also provide an opportunity to take care of necessary administrative details, replenish supplies and, at times, meet with Norwegian officials in the capital who are dealing with northern provincial affairs.

These visits to Oslo provide a welcome break from the isolation of the North. A couple of times a year, Lin and Erik accompany me to the capital (at our own expense). At these times we enjoy getting together with American and Norwegian friends in the South, reacquainting ourselves with Oslo and experiencing a usually-more-hospitable climate.

The Spike Jones aspect

I hadn't realized how much time I would have to devote to the mere running of the post. Although I'm very ably aided by a Norwegian secretary/assistant, I still have discovered that at a one-officer post, you are your own general services officer and you yourself function as the mail room, motor pool, subcashier, voucher clerk, switchboard operator and the like.

I also serve the walk-in and telephoning public. Generally, their first contact is with my assistant, Trude Monssen, who is well-qualified to answer questions about the United States.

Lone Ranger list

Kenneth Kolb's predecessors in Tromsø:

—Paul E. Storing, 1966–68. Mr. Storing, retired from the Foreign Service, is presently employed as a special assistant to the U.S. commissioner on the International Boundary and Water Commission.

—Donald R. Niemi, 1968–70. Mr. Niemi has also retired from the Service.

—James E. Thyden, 1970–72. Mr. Thyden is now in the Bureau of Intelligence and Research, as chief of the Division for Northern and Central Europe.

—Michael L. Durkee, 1972–74. Mr. Durkee is in Santiago, Chile.

—Charles T. Sylvester, 1974–76. Mr. Sylvester is the principal officer in Bordeaux, France.

—Kathleen J. Croom, 1976–78. Ms. Croom, presently in Finnish language training, is slated to become chief of the political section in Helsinki.

—Haven N. Webb, 1978–81. Mr. Webb has been with the U.S. mission to the Organization of American States.

She has a master's degree in American studies, from the University of Tromsø, and has made several long visits to the States. While I'm away on my frequent business trips, Ms. Monssen continues to monitor the seven regional newspapers, which we receive every day, and prepares a weekly press summary for the embassy and for Washington desk officers. She also manages our small film-lending program, and takes care of our little reference library. As to questions from the public about America, we are fairly well-equipped to answer most of them. If not, we always check with the embassy. People at the schools are among the most inquisitive of our "clientele." We believe that service to them is our most important information activity.

Traveling out of Tromso

As I have said, travel is an essential component of my job. I have, by now, thoroughly criss-crossed all of North Norway, and I've spent more nights in hotels up here than I care to remember. This is a part of the job that's the hardest on family life. We knew full well that this would be the case, and we've learned to adjust to the situation. Lin has her own friends and interests here. She's by nature a very independent person. As the baby gets older, the family will join me on some of my shorter ventures out of town.

'I have, by now, thoroughly criss-crossed all of North Norway . . .'

During the times of year when weather permits, I use the small office station wagon to make my rounds of the provinces. From here to the furthermost eastern part of my territory, at the Soviet border, it's a hard two-day drive. Correspondingly, it takes a good two days (especially because of the mountain and ferry crossings) to drive to the southern extent of the area. Trips from here by car to "cover" a province thus require at least a week to 10 days to complete.

Being on time

During the winter, when darkness and storms make road travel very ill-advised, I take advantage of boat, bus and air travel to reach my constituents. You never know on these trips whether you'll reach your destination on time, but Northerners are very understanding about the vagaries of winter travel. They appreciate that I make the effort to call at that time of year.

Personally, I never tire of traveling in this most civilized of wildernesses. Flying in a small Twin Otter (through, not over, the magnificent fjords), enjoying the almost Victorian charm of the lounge on the daily coastal steamer (North Norway's "Route 1"), beating through the waves in a speedy catamaran passenger boat, or driving across the seemingly endless mountain plateau of Finnmark—the miles and time pass quickly in situations like these.

Some final thoughts

Some of those who've served here have termed Tromsø the best assignment of their Foreign Service careers. Others were less enthusiastic, but they didn't at all regret the time they spent here above the Arctic Circle. There are, of course, pluses and minuses in an assignment like this, and this isn't a place for any but those who really want the experience.

For my family, Tromso and North Norway have been just the place to be at this point in our lives and my career. Much of our satisfaction with the assignment stems from the fact that we knew what to expect. We were prepared to deal with nature's hard ways in the North. We've also received fine support and encouragement from all concerned at the embassy. Without this backing, this could be a lonely and difficult place indeed.

We who've served in North Norway are an exclusive little group in the Foreign Service. We've functioned as "mini-ambassadors" to a part of the world critical in importance to the West. It's unsurpassed in its rugged beauty, and unique in many other ways. We've had an opportunity to perform a different and challenging assignment, often with only our own initiative and ideas to keep things going. It isn't always easy, and the physical environment is tough. But all in all, diplomatic service at 70 degrees North is an unrivaled experience. ■

Bidding for Tromsø begins

The position filled by Ken Kolb in Tromsø becomes available next summer to persons seeking a new assignment. Those interested should contact their career development officers in the Office of Foreign Service Career Development and Assignments, Bureau of Personnel. Bids are being accepted this month.

Appointments

Corporate executive is tapped for top management post

Van Gorkom would succeed Kennedy, who's slated for ambassador-at-large

PRESIDENT REAGAN has announced he would nominate Jerome W. Van Gorkom, an Illinois businessman, as the new under secretary for management at State. The President said at the same time that he would nominate Richard T. Kennedy, who is to vacate the management post, to become an ambassador-at-large with responsibilities in the area of nonproliferation and nuclear energy.

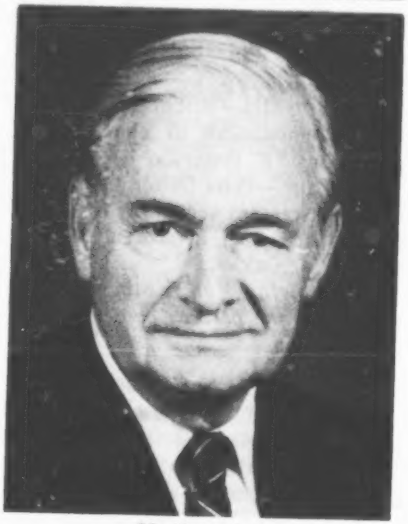
Mr. Van Gorkom is the former chief executive officer of Trans Union Corp., a position he occupied for 18 years. He is a director of the Schering-Plough Corp., Champion International Corp., I.C. Industries and other corporations.

The under secretary-designate served with the Navy from 1941 to 1945, following which he was an associate of the law firm of Kix Miller, Baar & Morris, in Chicago, 1945–47. From 1947 to 1954 he was an accountant in the firm of Arthur Andersen & Co., and a partner in the firm, 1954–56.

Mr. Van Gorkom is the chairman of the board of the Lyric Opera of Chicago. He received his B.S. degree in 1939 and his J.D. in 1941, both from the University of Illinois. He is married to the former Betty Jean Alexander and has two children.

Mr. Kennedy would serve as special adviser to the Secretary on nonproliferation policy and nuclear energy affairs, and would coordinate and direct U.S. nonproliferation efforts. He will continue as the U.S. representative to the International Atomic Energy Agency, a position to which he was nominated by the President and confirmed by the Senate on July 24, 1981, holding it concurrently with the under secretaryship.

Mr. Van Gorkom
New management chief



Mr. Kennedy
Full-time in nuclear post

Mr. Kennedy was appointed under secretary on February 28, 1981. Prior to that, he was commissioner of the U.S. Nuclear Regulatory Commission, 1975–80, and was appointed by the President as alternate delegate to the general conference of the international agency in 1975 and 1977. He served as the deputy assistant to the President for National Security Council planning, 1969–75, which succeeded his service as director, Africa region, international security affairs, Department of Defense.

Mr. Kennedy served for 30 years in the Army, retiring in 1971 with the rank of colonel. On the Army General Staff, he was concerned with the national communications system, Pentagon and Army organization, and NATO affairs. He was awarded the Distinguished Service Medal, the Legion of Merit and the Bronze Star.

Mr. Kennedy received his B.A. degree in economics from the University of Rochester, and holds an M.B.A., with distinction, from the Harvard Graduate School of Business Administration. He attended the National War College and the Army Command and General Staff College. He is married to the former Jean Martin. □

President Reagan selects 8 Foreign Service career officers for ambassadorships

President Reagan, as of late September, had announced his intention to nominate eight more ambassadors—all career Foreign Service officers. The nominations would require Senate confirmation. The eight, in alphabetical order by posts, are:

—East Germany—Rozanne L. Ridgway, special assistant to Secretary Shultz, to succeed Herbert S. Okun.

—The Gambia—Sharon Erdkamp Ahmad, a career member of the Senior Foreign Service, to replace Larry G. Piper.

—Panama—Everett Ellis Briggs, deputy assistant secretary for inter-American affairs, to succeed Ambler W. Moss Jr.

—Portugal—Henry Allen Holmes, principal deputy assistant secretary for European affairs, to replace Richard J. Bloomfield.

—Rwanda—John Blane, an Africa expert at State, to replace Harry P. Melone.

—Seychelles—David Joseph Fischer, deputy chief of mission at Dar es Salaam, Tanzania, to succeed William C. Harrop.

—Somalia—Robert Bigger Oakley, ambassador to Zaire, to replace Donald K. Petterson.

—Zaire—Peter Dalton Constable, deputy assistant secretary for Near Eastern and South Asian affairs, to succeed Mr. Oakley.

Following are biographical sketches of the persons chosen by the administration.

East Germany

Rozanne L. Ridgway, a former ambassador to Finland, 1977–80, is a career minister in the Senior Foreign Service. She joined the Foreign Service as an information specialist in the Department in 1957. From 1959 to 1962 she was a personnel officer in Manila, and from 1962 to 1964 she was a visa officer in Palermo, Italy.

In 1964 Ms. Ridgway returned to Washington as an international relations officer in the Bureau of European Affairs. She was assigned as political officer in Oslo, Norway, serving from 1967 to 1970. She then became desk officer for Ecuadorean affairs. From 1972 to 1973 she was deputy director for policy planning and coordination in the Bureau of Inter-American Affairs. From 1973 to 1975 she was deputy chief of mission in Nassau, Bahamas. Ms. Ridgway then was assigned as deputy assistant secretary for oceans and fisheries, with the rank of ambassador. She became ambassador to Finland in 1977. From 1980 to 1981 she was counselor of the Department. Then she was named special assistant to the Secretary.

Ms. Ridgway was born in St. Paul, Minn., on August 22, 1935. She received a bachelor's, summa cum laude, from Hamline. Her languages are Spanish, Italian and Norwegian. Ms. Ridgway won the Department's Superior Honor Award three times—in 1966, 1975 and 1981. She won its Meritorious Honor Award in 1970. She received the William Jump Meritorious Award for outstanding achievement, 1972, and the National Fisheries Institute Award, 1977. She is a member of Zonta International and the Council on Foreign Relations.

Ms. Ridgway

Ms. Ahmad

* * *

The Gambia

Sharon Erdkamp Ahmad had been a member since last year of the Executive Seminar in National and International Affairs, at the Foreign Service Institute. She was named to the Senior Foreign Service, class of counselor, in 1981.

The ambassador-designate started her career in 1956 as an economic officer in the Bureau of Economic and Business Affairs, serving there until 1958. Then she was economic officer in Rome, until 1960; consular officer in Curacao, until 1962; international economist in the Office of Canadian Affairs, until 1966; and economic officer in Islamabad, until 1970.

She resigned from the Service in the latter year, and was self-employed in Islamabad. In 1975 she returned to the Department as director, Office of International Trade, Bureau of Economic and Business Affairs. In 1978 she was named deputy assistant secretary for European affairs, holding that position until she went to the seminar.

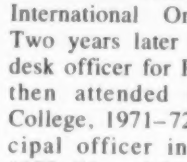
Ms. Ahmad was born December 20, 1933, in Omaha, Neb. She won an arts degree from the University of Omaha in 1955, and a master's from Northwestern the following year. She is a widow with two children.

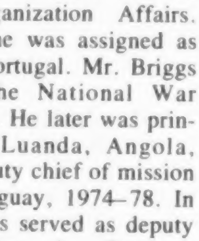
Panama

Everett Ellis Briggs was appointed a career member of the Senior Foreign Service, class of minister-counselor, in 1981. Joining the Service in 1956, he served as an international relations officer in the Bureau of Inter-American Affairs, 1956–58, and political officer in La Paz, Bolivia, 1958–60. After taking German language training at the Foreign Service Institute, 1960–61, he was assigned as staff assistant in Berlin. From 1963 to 1967 he was a political officer in Lisbon.

Mr. Briggs returned to Washington in 1967 to become an international relations officer in the Bureau of International Organization Affairs. Two years later he was assigned as desk officer for Portugal. Mr. Briggs then attended the National War College, 1971–72. He later was principal officer in Luanda, Angola, 1972–74, and deputy chief of mission in Asuncion, Paraguay, 1974–78. In recent years he has served as deputy chief of mission in Bogota, Colombia, 1978–79; director of Mexican affairs in the Bureau of Inter-American Affairs, 1979–81, and deputy assistant secretary for inter-American affairs, since 1981.

Mr. Briggs was born in Havana on April 6, 1934. He received a bachelor's from Dartmouth in 1956, and a master-of-science from George Washington in 1972. He is fluent in Spanish, Portuguese and German. Mr. Briggs is married to the former Sally Soast; they have five children.


Mr. Briggs


Mr. Holmes

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Portugal

Henry Allen Holmes was appointed a career member of the Senior Foreign Service, class of minister-counselor, in 1981. He began his Service career in 1958 as an intelligence research analyst. From 1959 to 1961 he was consular and political officer in Yaounde, Cameroon. From 1961 to 1963 he was a foreign affairs officer in the Department. In 1963 he was staff assistant to the under secretary for political affairs He later held assignments as political officer, Rome, 1963–67; again foreign affairs officer in the Department, 1967–70; and counselor for political affairs, Paris, 1970–74. He returned to Washington to attend the executive seminar in national and international affairs at the Foreign Service Institute. Following his studies, he became director of the Office of NATO and Atlantic Affairs, in the Bureau of European Affairs, in 1975. Mr. Holmes then became deputy chief of mission, Rome, 1977. After two years there, he was assigned as principal deputy assistant secretary for European Affairs.

Mr. Holmes was born in Bucharest, Romania, on January 31, 1933. He received a bachelor's from Princeton in 1954, and a certificate from the University of Paris in 1958. After his graduation from Princeton, he served as a captain in the Marine Corps, 1954–57. He won a Woodrow Wilson fellowship, 1957. He is a member of the American Foreign Service Association and the Metropolitan Club.

Mr. Holmes is married to the former Marilyn Strauss; they have a son and a daughter. Mrs. Holmes was director of the Department's Family Liaison Office until recently.

* * *

Rwanda

John Blane has been special projects officer in the Bureau of African Affairs for the last two years. He was appointed to the Foreign Service in 1956 and, in his first overseas assignment, was consular and political officer in Mogadishu, 1957.

Then followed assignments in Asmara, 1958–60, as consular and political officer, and in Salzburg, 1960–62, again as consular and political officer. He attended Northwestern University the next two years, returning to Africa as political officer in Yaounde, where he remained until 1966. His next tour was in the Department as country officer for Togo, Dahomey, Chad and Gabon, until 1968. The following year, he became acting chief for northern and eastern Africa in the Bureau of Intelligence and Research. Then he was deputy chief of mission, Ft. Lamy, 1969–72; policy planning officer, Bureau of African Affairs, and also acting staff director of a National Security Council interdepartmental group, 1972–75; director of bilateral programs, on detail to the U.S. Environmental Protection Agency, 1975–77; and deputy chief of mission, Nairobi, 1977–80.

Mr. Blane was born July 15, 1929, in Birmingham, Ala. He holds a bachelor's (1951) and master's (1956), both from the University of Tennessee. In 1952 and 1953 he attended the University of Vienna in Austria. He served in the Army, 1953–55. He is married to the former Dianne Metzger; they have two children.

Mr. Blane

Mr. Fischer

* * *

Seychelles

David Joseph Fischer was appointed a career member of the Senior Foreign Service, class of counselor, in 1981. Before his assignment as deputy chief of mission in Dar es Salaam, Tanzania, in 1979, he was director of the Office of Public Programs, Bureau of Public Affairs, for a year.

Mr. Fischer joined the Foreign Service in 1961, and was assigned as a visa officer in Frankfurt. From 1964 to 1968 he was a consular officer, then cultural affairs officer, in Warsaw. He returned to Washington in 1968 to become a foreign affairs political analyst in the Bureau of Intelligence and Research. From 1970 to 1972 he was on detail to the Arms Control and Disarmament Agency, as an international relations officer. Then followed assignments as political officer in Sofia, Bulgaria (1972–74), and Kathmandu, Nepal (1974–77). He then became political-military affairs officer in the Department, serving until 1978, when he was assigned to the public affairs bureau.

Mr. Fischer was born in Bridgeport, Conn., on February 18, 1939. He received a bachelor's from Brown in 1960, and attended Harvard Law School, 1960–61. His languages are German, Polish and French. Mr. Fischer is married to the former Pamela Popkin; they have two sons and a daughter.

* * *

Somalia

Robert Bigger Oakley, a career member of the Senior Foreign Service, class of career minister, since last year, was a deputy assistant secretary for East Asian and Pacific affairs, 1977–79. He was appointed ambassador to Zaire in the latter year.

Mr. Oakley joined the Foreign Service in 1957. From 1958 to 1960 he was a general services officer in Khartoum, Sudan and, from 1960 to 1962, he was a foreign affairs officer in the Department. In 1962 he was assigned as a member of the U.S. delegation to the 17th session of the UN General Assembly in New York. The following year he became economic and political officer in Abidjan, Ivory Coast.

After tours as political officer in Saigon (1965–67) and Paris (1967–69), Mr. Oakley became adviser for political and security affairs at the U.S. mission to the United Nations, and a member of the U.S. delegation to the 24th and 25th sessions of the UN General Assembly, 1969–70. From 1971 to 1974 he was political officer in Beirut, Lebanon. In recent years his assignments have included service as an international relations officer in the Department, 1974, and a detail to the National Security Council, at the White House, 1974–77.

Mr. Oakley was born in Dallas on March 12, 1931. He received a bachelor's from Princeton in 1948. He also took graduate studies at Tulane, 1956–57. From 1952 to 1955 he was a lieutenant in the Navy. Mr. Oakley is married to the former Phyllis Elliott; they have a son and a daughter.

Mr. Oakley

Mr. Constable

• • •

Zaire

Peter Dalton Constable was appointed a career member of the Senior Foreign Service, class of minister-counselor, last year. He began his Government career as a research assistant to Senator Frederick George Payne (R.-Me.) in 1957. Later that year, he joined the Foreign Service. He held assignments as an information specialist, then as international relations officer, in the Department, until 1959.

From 1959 to 1961 he was a consular officer in Vigo, Spain and, from 1961 to 1964, he was a political officer in Tegucigalpa, Honduras. Mr. Constable was a personnel officer in the Bureau of Personnel, 1964–65, and staff assistant in the Bureau of South Asian Affairs, 1965–57. He took Hindi-Urdu language training at the Foreign Service Institute in 1967. He was detailed to the urban affairs program of the U.S. Chamber of Commerce, 1967–68. He was political officer in Lahore, Pakistan, 1968–71.

Mr. Constable returned to Washington in 1971 to become deputy director of the Office of Pakistan, Afghanistan and Bangladesh Affairs. After a year in that post, he was assigned to the National War College. Upon completing his studies, he became director of the Office of Pakistan, Afghanistan and Bangladesh Affairs, serving until 1976. From 1976 to 1979 he was deputy chief of mission in Islamabad, Pakistan. In 1979 he was designated deputy assistant secretary for Near Eastern and South Asian affairs.

Mr. Constable was born on April 10, 1932, in Syracuse, N.Y. He received a bachelor's from Hamilton in 1953, and a master's from Johns Hopkins School of Advanced International Studies in 1957. From 1953 to 1955 he served in the Army. His languages are French, Spanish and Urdu.

Mr. Constable won the Department's Meritorious Honor Award in 1972, and its Distinguished Honor Award in 1981. He is a member of the American Foreign Service Association and Delta Kappa Epsilon. He is married to the former Elinor Greer; they have two sons and a daughter. ☐

People at State

John Kelly is the new senior deputy assistant secretary in the Bureau of Public Affairs ... **William H. Mansfield** has been named dean of the School of Professional Studies, Foreign Service Institute ... **Matthew J. Conroy** has taken over as chief of the Formulation and Presentation Division, Office of Budget and Planning, in the Office of the Comptroller ... **William L. Camp** is the new director of the Office of Position and Pay Management, Bureau of Personnel. **Ann Johnson** is his deputy director ... President Reagan has accorded the personal rank of ambassador to **Herbert B. Thompson,** deputy U.S. permanent representative to the Organization of American States ...

Kozak appointed deputy legal adviser

Michael G. Kozak, assistant legal adviser for Near Eastern and South Asian affairs, has been designated a deputy legal adviser by Davis R. Robinson, the Department's legal adviser.

Mr. Kozak, as one of four such deputies, will oversee legal work for the following areas: Near East and South Asia; ethics in government; inter-American affairs; claims; the library and the digest of practice in international law; educational, cultural and public affairs; and human rights and refugee affairs.

Mr. Kozak is a graduate of the University of California (Berkeley), where he obtained a bachelor's in political science in 1968 and his juris doctor degree in 1971. He joined the Department in 1971 as an attorney-adviser and became assistant legal adviser for inter-American affairs in 1978.

He is married to the former Eileen Kerley. They reside in Virginia with their two sons. ☐

Telecommunication envoy

Washington lawyer Michael R. Gardner has been accorded the personal rank of ambassador during his service as chairman of the U.S. delegation to the plenipotentiary conference of the International Telecommunication Union. ☐

Aviation appointment

President Reagan has announced his intention to nominate Edmund Stohr, vice president for industry affairs, United Airlines, as the U.S. representative on the council of the International Civil Aviation Organization, in Montreal. Mr. Stohr has 40 years' experience in aviation and has visited 105 countries. ■

News Highlights

Svendsen names 9 to Open Forum steering group

Eric E. Svendsen, new chairman of the Secretary's Open Forum, has announced his appointments to the organization's steering group for 1982–83. Members of the panel, in addition to him and Open Forum vice chairman Marilyn Zak, are:

Donald Bandler, Policy Planning Staff; *Eileen K. Binns*, Associate Directorate for Management, USIA; *Michael Calingaert*, Office of International Resources and Food Policy, Bureau of Economic and Business Affairs; *Antonio Gayoso*, Office of International Development, Bureau of International Organization Affairs; *Vicki J. Huddleston*, Office of Mexican Affairs, Bureau of Inter-American Affairs; *Darryl Johnson*, Office of the Under Secretary for Political Affairs; *Michael Lemmon*, Office of Northern Europe, Bureau of European Affairs; *Joseph McBride*, Bureau of Congressional Relations; and *Sharon P. Wilkinson*, Office of Management Operations.

The group advises the chairman on a broad range of Open Forum activities, including the speakers program, the quarterly Open Forum Journal, working groups and the operation of the Dissent Channel. Forum membership is open to all employees at State, AID, USIA and the Arms Control and Disarmament Agency.

Speakers scheduled for October include Selig S. Harrison, on Afghanistan and South Asia, October 5; Ambassador Edwin Martin, the population crisis, October 8; former Ambassador-at-large Elliot Richardson, law of the sea, October 15; Wayne S. Smith, U.S.-Cuban relations, October 20; and Clifton Wharton, State University of New York, the food crisis, October 28.

Speakers in September were to include Under Secretary Lawrence S. Eagleburger; Foreign Policy editor Charles William Maynes; the former assistant secretary for human rights, Patt Derian; USIA director Charles Z. Wick; Georgetown professor Hisham Sharabi; the former Moscow correspondent of the Financial Times of London, David Satter. ☐

OPEN FORUM—The U.S. ambassador to Guatemala, *Frederic L. Chapin*, was the guest speaker on August 11.

Foreign Service employee guilty in fraud case

A budget and fiscal officer in South America has pleaded guilty to obtaining funds from the U.S. Government under false pretenses, in a case involving phony travel vouchers. He was placed on unsupervised probation for one year by a U.S. magistrate, and ordered to make full restitution of $4,471.70.

In the meantime, the matter has been referred to the director general of the Foreign Service for possible disciplinary action. The officer currently is in Washington.

The investigation that brought the matter to court was conducted by State's Office of Security on behalf of the inspector general of the Department. Investigators found that the officer, who had regional responsibilities, had collected the $4,471.70 in unauthorized travel reimbursements for three years until last year. He claimed a full per diem allowance, the Office of the Inspector General said, even though Government quarters had been assigned to him during the course of his travels.

When the investigation was concluded, the inspector general relayed its findings to the U.S. Justice Department. ☐

Mail handlers health plan joins 'Big 6'

Shifts in enrollment in the Federal Employees Health Benefits Program during the May open season have resulted in a change in the composition of the so-called "Big Six" plans in the program, the U.S. Office of Personnel Management has announced. Director Donald J. Devine, said that, because the change will have the effect of reducing the amount of money the Government will have to pay into the program, the resulting millions of dollars in savings will allow premium rates to be set to enable recovery of reserve margins which have fallen to dangerously low levels recently, and to help restore the program's financial health.

One change in the composition of the Big Six will occur this year: enrollment in the Mail Handlers Benefit Plan (high option) has grown sufficiently to result in its joining the Big Six, in place of the American Postal Workers Union Plan, as the second largest employee organization plan in the program. Because premiums for the mail handlers plan are lower than those for the postal plan, it is expected that the amount of the Government contribution will decrease.

Other enrollment projections show Blue Cross/Blue Shield high and option enrollment dropping. Aetna, too, will show an estimated high option enrollment decline. The two largest comprehensive medical plans, the Kaiser plans of northern and southern California, will each show slight increases. ☐

New office in Management

A Management Information Systems Staff has been established in the Office of the Under Secretary for Management. Personnel assigned to it include coordinator Bryce M. Gerlach, assistant Edwin L. Brawn and secretary Mary Nell Harris. ■

Fire Safety

'Imagine how you'd feel if it were *your* embassy'

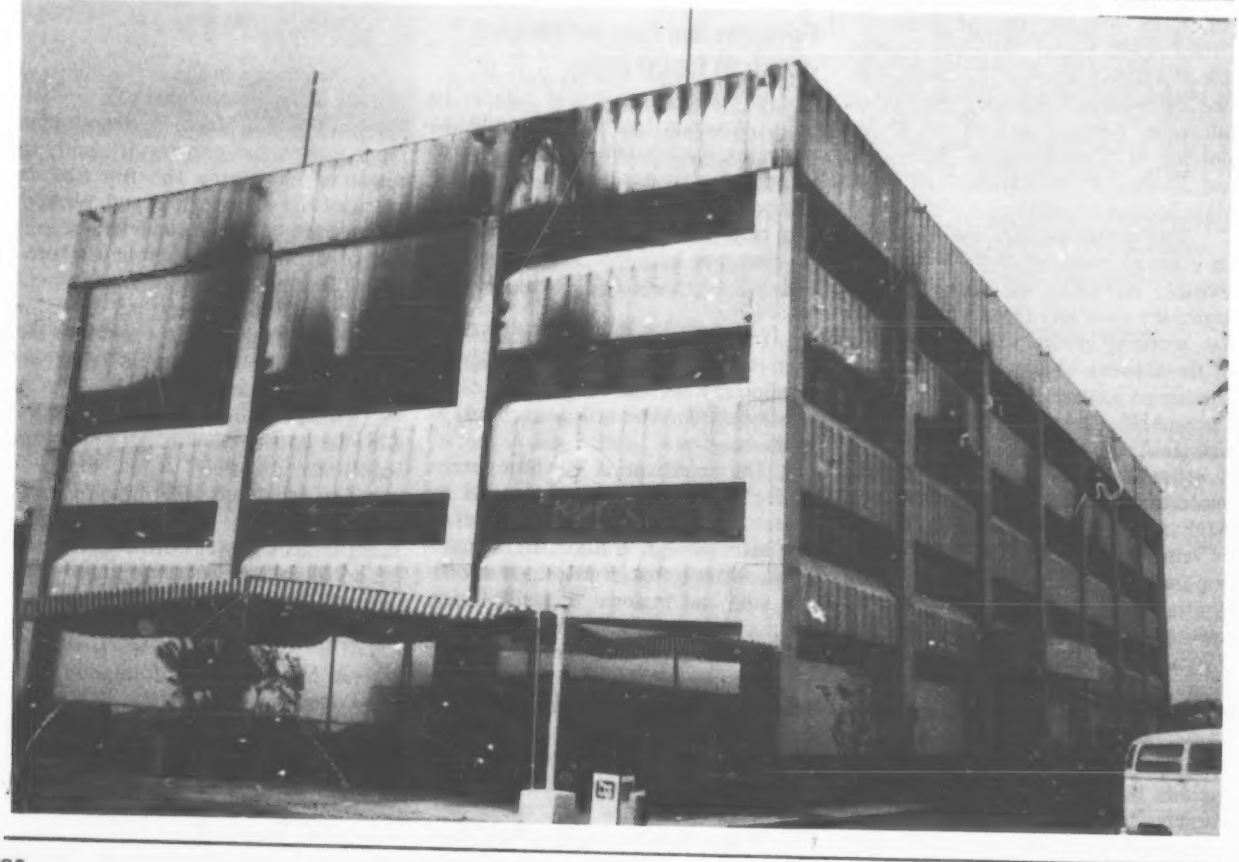
Professional firefighters are recruited for State's program

"WHEN YOU SEE the burning building in the film I'm about to show you, imagine how you'd feel if it were *your* embassy or consulate."

So said Dennis Lundstedt, the Department's fire protection chief, to members of a recent administrative class at the Foreign Service Institute. He added: "Granted, the fire in the film, which killed 179 Brazilians in Sao Paulo in 1974, was not in a U.S. Government facility, and it had nothing to do with Foreign Service employees. But I'm showing you the film because the building was an office high-rise, typical of many of our embassy buildings overseas. And it lacked many fire-protective features—like a sprinkler system, an automatic detection or alarm system, and fire doors to keep fire from spreading. You may find that the building at your next post, too, lacks some of these same features."

Mr. Lundstedt at the Foreign Service Institute. *(Photo by Donna Gigliotti)*

Embassy Lagos after a fire last December.



A fire protection specialist with over 20 years' experience, Mr. Lundstedt joined the Department's Office of Foreign Buildings two years ago in line with the program to enhance fire protection procedures overseas. In an interview with STATE, he said: "We're doing an evaluation of all posts to find out where the fire risk is greatest. Then we can go to those posts first, to correct some of their problems."

Problems at the posts

The main problems, according to officials, are substandard construction of many older buildings overseas, as assessed against fire protection standards, and a lack of local firefighting and rescue capabilities in many places. Mr. Lundstedt said: "Local fire departments are often ineffective, sometimes even non-existent. At some posts, too, you're often far from medical people who know how to treat burn victims. Transportation to where victims may be treated often isn't readily available, either. For instance, it took us three days to get a Marine, who was burned in a fire in Addis Ababa, to Frankfurt for treatment."

That fire, last January, started in the temporary-duty quarters; it caused $20,000 in damage. From 1977 to 1980, damage due to fire in Department facilities totaled at least $6.5 million. Last year, State suffered $16 million in fire losses, an amount comparable to fire damages for the entire Washington metropolitan area, Mr. Lundstedt said.

Mr. Lundstedt was an officer with the El Monte Fire Department, in the Los Angeles area, and also chief of fire and security programs for the U.S. Army engineers in Saudi Arabia. Last June the Department hired five other fire protection specialists with similar backgrounds to help deputy assistant secretary William L. Slayton, chief of the Office of Foreign Buildings, to put

"One thing we need to do," Mr. Lundstedt said, "is enhance employee awareness. One of the five new men will try to do just that. He'll be handling our education and training program." That man is Larry Allen, a 20-year fire protection veteran whose last job was that of instructor at the National Fire Academy, in Emmitsburg, Md.

Envoys to get training

"Besides the Department's administrative officers," Mr. Lundstedt said, "our regional security officers, general services officers and the Marines and Seabees are now being trained in fire protection. We hope to give the training soon to ambassadors and principal officers, too."

Included in some of the training courses is a short trip to Dulles International Airport, where instructors set small fires in controlled areas and teach employees how to put them out with fire extinguishers.

"We also give a short talk at the regular seminar on 'Coping with Violence Abroad,'" Mr. Lundstedt said. "There, we hit our people right smack in the eyes with the fact that they've got a problem in living overseas, not only with accidental fires, but with the threat of fire when used as a weapon by terrorists."

Just a few weeks ago . . .

The most recent major fire occurred in Helsinki, Finland, at 10:15 p.m. on September 23 at the residence of deputy chief of mission C. Arthur (Buck) Borg. He and his wife fled, unharmed. Still, "they barely escaped," State fire protection specialist Dennis Lundstedt reported. The blaze, which is being investigated by local authorities and State fire protection specialist Gene Lindley, was believed to have resulted in over $250,000 in damages. Most of the contents of the building were destroyed.

* * *

In recent years, major financial losses from fires in Department facilities overseas occurred in:

Year	Post	Cause
1977	Moscow	Electrical
1978	Sao Paulo	Fire spread from adjacent building
1978	Paris—U.S. mission to Organization for Economic Cooperation and Development	Electrical
1979	Kabul warehouse	Carelessness
1979	Ciudad Juarez	Unknown
1979	Islamabad	Terrorism
1979	Tripoli	Terrorism
1981	Lagos warehouse	Unknown
1981	Cairo warehouse	Carelessness
1981	Lagos embassy	Unknown
1981	Nairobi warehouse	Unknown

Hazel Robinson* extinguishes fire, assisted by *James Jarboe*, an instructor at Dulles International Airport. In background are other members of an administrative class from State. From left: *Rob Weisberg, Beverly Williams, Jorge Cintron, Frank Coulter, Cassie Ghee, Richard Cole, Kenneth Parent, Joanna Harbison, Janice Yeadon. (Photo by Donna Gigliotti)

Review of building plans

Another segment of the fire protection program involves a review of architectural and construction plans, to ensure that fire safety features are included. "All of our newly-designed buildings, like the chanceries in Riyadh, Cairo, Abu Dhabi and Doha, now have the finest fire protection," said Mr. Lundstedt. Gene Lindley, one of the new employees (he has more than 27 years' experience in fire protection, as a fire marshal for the city of Santa Barbara and as a member of the Los Angeles Fire Department's Fire Prevention Bureau), has been working with architects on plan review.

Mr. Lundstedt explained: "State has some very specific needs that aren't addressed in any fire protection manual, like our security needs. For instance, some of our buildings have iron grates on the windows, for security reasons. If a fire breaks out, people inside could be trapped. So we've come up with a type of grate that has a release device on the inside; our people could remove the grate and escape to safety. Also, doors leading into stairwells are often locked for security reasons, and we need to find ways to make the stairwells accessible in case of fire."

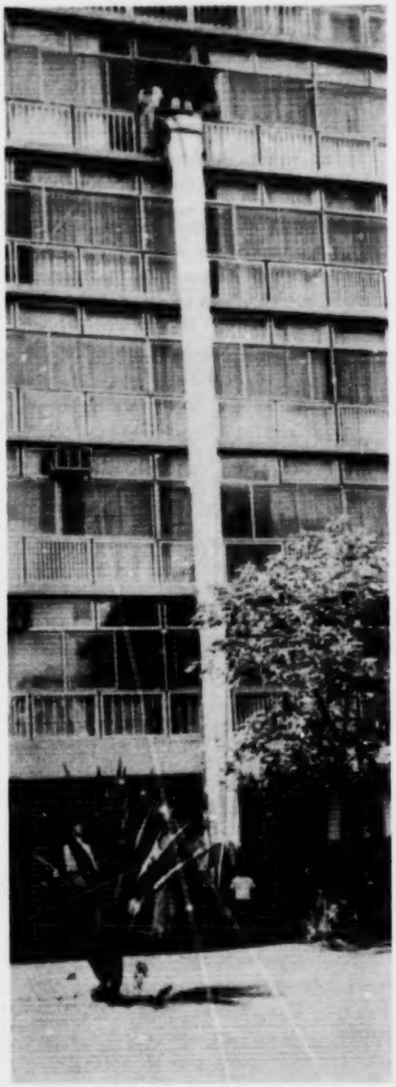
One device that is being considered for posts that don't have adequate fire exits is a collapsible escape chute that can be attached to a ledge or balcony and unfolded in case of fire. (See adjoining photo from Brasilia.)

Fire marshals on the move

The three other fire protection specialists—Walter Futrell, Dale Geldert and Ed Smith, who have a combined total of over 60 years' experience—are working as traveling fire marshals, visiting each post to inspect the fire protection systems and recommend improvements and changes. "Our goal is to have one fire protection specialist visit every post on a two-year cycle," Mr. Lundstedt said. "One of the many things the marshals are looking for is the misuse of electricity. This is the cause of 75% of the fires at posts. Space heaters and transformers are especially troublesome, too, and cigarettes and carelessness are among the other major causes of fires. But a large percentage of the problems at post can be corrected, quickly and inexpensively, by post employees who are able to recognize, for example, when electricity is being misused."

2 fire deaths in '79

The most recent deaths attributed to accidental fire at an overseas post occurred in Fukuoka, Japan, in September 1979. Lawrence S. Kujubu, the American consul, and his mother, Sueno Kujubu, who was visiting, died in a fire apparently caused by a tea kettle that was left on the stove in Mr. Kujubu's residence.



Mr. Lundstedt said the fire marshals will also be visiting local fire departments at most posts. He commented: "It's important to develop a good relationship with the local fire departments—*before* you need them. If a fire breaks out, they're all you've got. So I say invite them over and show them around the non-sensitive areas. Point out the water sources in the compound, the exits and the rescue routes."

Fire alarms installed

In still another part of the program, fire alarm and detection systems are being developed and installed at several posts—starting with Dublin, Bern, Brussels, Belgrade, Vienna and Rome—and a special secure detection and alert system has been designed for communications centers.

"Once a fire starts, there's a critical time frame of 10 to 20 minutes—that's when people most often perish," Mr. Lundstedt said. "And it's not the fire itself that's the biggest killer—it's the smoke. So early warning is very important."

A total of 40,000 residential smoke detectors have been sent to the Department's overseas posts. Once they're installed, they must be checked occasionally to ensure that the batteries are working, Mr. Lundstedt warned.

He added: "Fires are not inevitable. But once they take off, often there's no stopping them."

—Donna Gigliotti ■

It makes good sense to join the Payroll Savings Plan. But do it now, before bills pile up, medical emergencies occur, college tuition goes up again, or car repairs knock your family budget out of synch. Buy U.S. bonds.

Terrorism

‘Someone had ... attached ... the bomb to our car’

‘I had a sense of “it won’t happen to me”’

By Roderick Grant

The author, a Foreign Service officer, was the commercial counselor at Embassy Paris during the events he describes here, for the information of others in the Service. His current assignment is to the Department of Commerce office in Seattle.

IT WAS a fresh sunny August 21—a Saturday—in Paris. My wife, Mary Ann, and I were in a hurry. Our 22-year-old son, Kenneth, was running late (as usual) in his packing; we didn’t want him to miss his cut-rate Pakistan Airways flight to the University of California. Finally, the packing done, we threw his bags in the trunk of the car and set off for Orly Airport. After the good-byes and after seeing him disappear past the passport control desk, we were able to relax, and we drove leisurely back to our apartment. We had to resume preparing for our own packers, who would be arriving the following Monday. We were heading back to the States for a new assignment.

Mr. Grant

Arriving on our street—Avenue de la Bourdonnais, near the Eiffel Tower—we were surprised to see it blocked off at both ends, with crowds gathered. While Mary Ann went to park the car, I walked over to investigate. At first I thought there had been a fire in the neighboring apartment building; a fire truck was on the street there. I was admitted through the barricade when I explained to the police that I lived on the street. It was only at that point that I learned there had been no fire; there had been a bombing. I made my way down the street to where the bomb had exploded—a space between the wreckage of two cars. I spotted one of my colleagues, a neighbor (I am withholding his name for security reasons), standing nearby. I asked him what had happened. He said that, on his way home earlier that morning, he had spotted a strange package lying in the street. It was about the size of a shoe box, with magnets attached to each of its four corners. Recognizing it as a possible bomb, he immediately called the police. They arrived, cordoned off the street and called in their bomb squad. (My neighbor’s prompt action had undoubtedly saved a number of lives.)

The men of the bomb squad arrived to inspect the package. Just as they reached it the bomb exploded, killing one man, Bernard LeDreau, instantly; badly maiming a second, Bernard Mauron; and wounding a third. [Mr. Mauron died two weeks later from his injuries.] Store fronts and apartment windows were blown out the length of the block by the blast.

I was incredulous when I was told about this. For we had been parked in the exact spot where the bomb had been planted. It appeared that my neighbor had passed by just a few minutes after we had left for the airport. Someone had either attached or attempted to attach the bomb to our car, investigators said. It’s likely that it was poorly attached, and that it had dropped off when we loaded the trunk and climbed into the car.

Bomb scare in Singapore

The U.S. embassy in Singapore was evacuated on August 24 when someone telephoned the embassy, asserting there was a bomb inside. The building was searched, but nothing was found. Embassy employees returned after 40 minutes.

After the attempt on chargé Chris Chapman’s life last November, and the tragic death of Col. Charles Ray of the embassy two months later, Mary Ann and I were certainly alert to the possibility of a terrorist assault on us, too. In fact, we were already taking the personal security precautions recommended by the regional security officer.

But I had been careless about the car. I seldom drove it except on Saturdays, when I usually went to the embassy to read cable traffic. Besides, bombings didn’t appear to be the modus operandi of whoever had perpetrated the earlier attacks. And I suppose, too, that I had a sense of “it won’t happen to me.” I felt especially secure (but, obviously, mistakenly so) because I had only five days to go on a five-year tour with direct transfer to the United States.

In retrospect, I am struck by several things. First, there is no way to eliminate risk totally in our increasingly risky profession. Second, I’m convinced that all of us are potential targets. Third, our chances of survival will be maximized if we take precautions and follow the recommended security procedures, inconvenient as this sometimes may seem. A little luck helps, too.

Later, when the wheels of our plane went up at Charles de Gaulle Airport, I felt relief, an emotion I hadn’t anticipated a week earlier. And I left greatly saddened that two French policemen had lost their lives trying to protect me and my colleagues. Terrorism is a constant threat to all of us. ■

Combined Federal Campaign

IN ONE BIG PUSH for contributions to health, welfare and charitable organizations, operating here and overseas, Department employees and retirees are being asked to give to the Combined Federal Campaign. The drive at State began October 4; it ends November 15. The goal is $440,450—15% more than last year, when the Department went over the top, its people giving a total of 6% more than the quota assigned them. Campaign workers are urging gifts via payroll deductions (they would start in 1983 and could be terminated at any time by the employee, for any reason). Contributors are also being encouraged to give to specific organizations of their choice. Undesignated contributions will be distributed by the United Way of the National Capital Area. ■

People at State

She's blind, but—

Newsstand lady is a champion athlete

BILLIE RUTH SCHLANK, a blind woman who has operated the concession stand near the Department's D Street entrance for the past six years, recently became the first American to win the cross-country skiing and shooting competition in Norway's annual Ridderrennet (Knights Race) for handicapped people.

Skiing with a guide, Ms. Schlank won in the 35–50 age class biathalon, which combines a test of skiing speed with accuracy in shooting a light rifle. "First you ski, and then, when it's time to shoot, you flop down onto the ground and aim," she told STATE, explaining that the aim is by sound, at a target that gives off a buzzing noise. "I spend a lot of time practicing the procedure for quickly handing my ski poles to the guide, getting down on the ground and back up again. When I shoot, I stop breathing to keep steady."

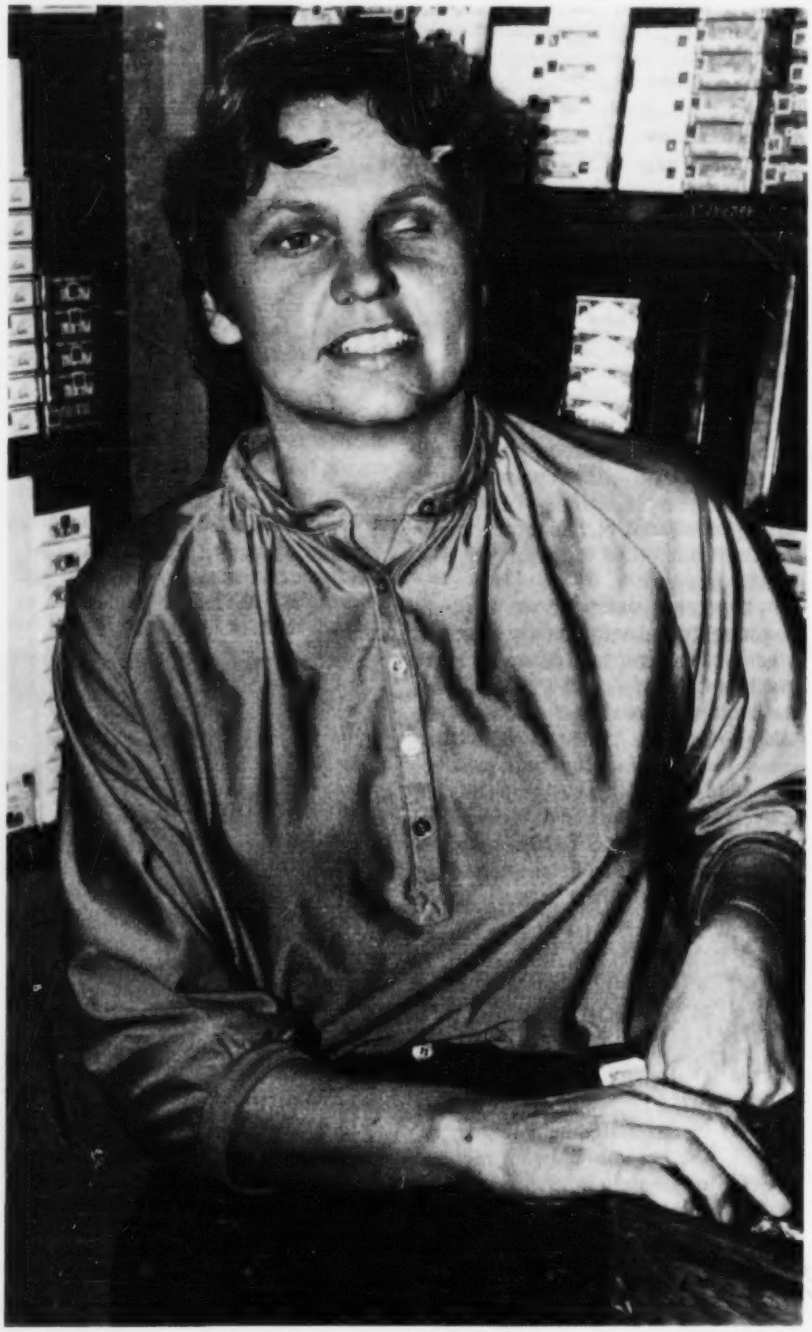
Ms. Schlank first entered the competition last year. She began skiing two years ago. "I got interested when my husband—he skiis, too— decided to enter last year's race," she recalled. "I said to him: 'If you're going to Norway, I'm going with you.' And so I started to ski."

Blind since birth, Ms. Schlank's husband is also blind. They have two daughters, 11 and 17, both of whom have sight.

When asked how it felt to win, she said: "My dear—I don't know how it feels *not* to win. I'm a very competitive person and am always out to win. The first thing I need to know about guides, too, is whether they are winners. You can't win with a guide who isn't going to push to win."

During December, Ms. Schlank plans to spend time practicing with the person who will be her guide in next year's race.

—DONNA GIGLIOTTI ■



Ms. Schlank at her cash register. ***(Photo by Donna Gigliotti)***

Honors and Awards

Honolulu passport official wins congressional award

Winifred S. Cook, the Department's assistant regional director for passport services in Honolulu, is one of three federal employees to win the Congressional Award for Exemplary Service to the Public. It was presented to her September 22 in a ceremony in the Cannon House Office Building attended by ranking members of the Bureau of Consular Affairs and members of Congress. The award was a certificate and a U.S. flag that was flown over the Capitol in Ms. Cook's honor and then presented to her.

Ms. Cook and Donald Wardle of the Veterans Administration and Faith Heinemann of the Labor Department were selected from 190 individuals who had been nominated by the heads of 40 federal departments and agencies. The U.S. Office of Personnel Management took part in screening the nominations. The citation in Ms. Cook's case said:

"She consistently serves the public promptly and courteously, reflecting a genuine interest and desire to be of maximum assistance that far exceeds the requirements of her position. She takes great pride in her work, is dedicated to rendering the best possible service to the public in all respects, and actively seeks to present to the public a positive image of the Government and its services. She is an inspiration to her subordinates and others with whom she comes into contact."

Ms. Cook, a native of Philadelphia, has been a State employee since 1956. She has served at the Washington Passport Agency, 1956–57; in Guadalajara, Mexico, 1957–59; and in the Los Angeles Passport Agency from 1959 to 1975, with time out from 1961 to 1963 for an assignment in Athens, Greece. She became assistant regional director in Honolulu in 1975. She won a Department cash award the following year for a work improvement suggestion.

The public service award was established by a provision of the Civil Service Reform Act of 1978, on a recommendation by Reps. Benjamin Gilman (R.-N.Y.) and Elliott Levitas (D.-Ga.). □

Ms. Cook

Malone is honored at USIA

Career diplomat Gifford D. Malone has been honored by USIA with its Superior Honor Award. A Foreign Service officer detailed to USIA since 1980, Mr. Malone was recognized for "sustained excellence and dedication while serving as acting associate director for programs during several long transitions."

Mr. Malone

Mr. Malone, who speaks both Polish and Russian, has served two tours at the U.S. embassy in Warsaw and one at the embassy in Moscow. During an earlier detail to USIA, from 1973 to 1975, he was deputy assistant director for the Soviet Union and Eastern Europe. He has also served as deputy director at State of the Office of Foreign Service Career Development and Assignments and the Office of Management Operations. ■

PORTO ALEGRE, Brazil—Administrative assistant *Helena Henriques* is presented Meritorious Honor Award by principal officer *Stuart Lippe*.

Equal Employment Opportunity

Shultz: EEO is 'fundamental policy' at State

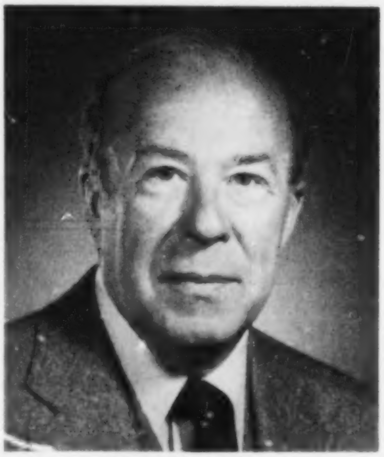
In a letter on August 25 "to my colleagues in the Department of State and the Foreign Service," Secretary Shultz wrote the following:

HAVING ASSUMED my responsibilities as Secretary, I wish to affirm my commitment and that of the Department to equal employment opportunity and affirmative action. It is the fundamental policy of the Department of State to provide equal opportunity in employment on the basis of talent and expertise, without discrimination because of race, color, religion, national origin, age, sex, or handicap. This policy shall be promoted through a continuing affirmative action program which applies to every aspect of the Department's personnel policy and practice in the employment, development, advancement and treatment of all of our employees.

Our objective is to have a work force which is truly representative of the American people. Only in this way can we be sure that the talents and abilities of all segments of our society are engaged in the foreign policy process.

In working toward this objective, employees at all levels of management must share with me the responsibility of achieving the goal of equal opportunity in employment. Primary responsibility for developing and carrying out equal opportunity programs rests with the under secretary for management and with the deputy assistant secretary for equal employment opportunity and civil rights. I will personally monitor their efforts as they call upon all employees to help make our work force representative of the best talents of the American population.

I also wish to reaffirm the Department's policy concerning sexual harassment. Employees are reminded that sexual harassment is a prohibited personnel practice which serves to undermine the integrity of the employment relationship, debilitate morale and interfere with the work productivity of the organization. Sexual harassment of any employee, applicant for employment, or visitor to the Department of State or U.S. diplomatic missions abroad is unacceptable.



Secretary Shultz

In its critical foreign policy role, the Department must set the example for equality of treatment for all peoples at home and abroad. I know each of you will join with me in this effort.

—George P. Shultz □

Events are scheduled for 'Women's Week'

The Department will observe "Women's Week" October 18–22 with programs that include panel discussions, lectures and an exhibit centering on the theme "Challenges and Opportunities: Forward Through the Eighties." The event is sponsored by the Department's Federal Women's Program, Office of Equal Employment Opportunity and Civil Rights, with deputy director and program manager Patti Morton serving as moderator.

Activities will begin on October 19 with a panel on career development opportunities in the Department. The panel will include John T. Sprott, deputy director of the Foreign Service Institute, who will discuss training opportunities available through the institute, and Shirley Davis, chief, Recruitment Division, who will demonstrate how to write a better Standard Form 171 to optimize employees' chances for career advancement.

Projecting a positive professional image and building confidence and self-esteem will be the subject of an address by Sylvia Pate, Federal Women's Program manager, Department of the Air Force, on October 20. On October 21, Teresita Voelkner, program director, Instruction Systems and Technology Branch, U.S. Office of Personnel Management, will present a workshop on effective communication techniques: "negotiating skills, eliciting feedback and listening."

An exhibit on avenues for self-development available through professional women's organizations in the Washington area will be on display at the D Street entrance throughout the week. Programs will be held from noon to 1 p.m. in the East Auditorium. All employees and their family members are invited to attend. ■

Maritime safety panel slates Oct. 12 session

The U.S. Safety of Life at Sea Subcommittee will conduct an open meeting on October 12, at 9:30 a.m., in Room 3201 of U.S. Coast Guard headquarters, 2100 Second Street S.W. The purpose will be to examine the 1978 convention on standards of training, certification and watchkeeping for seafarers. The agenda will include background concerning development of the 1978 Convention; discussion of its current status; descriptions of the controversy concerning specific provisions within the convention; and examination of alternatives with respect to a course of action. □

Foreign Service Families

From left: Bookfair co-chairwomen *Marlen Newmann* and *Joan Kirkpatrick*; *Susan Parsons*, president, Association of American Foreign Service Women; *Helena Shultz*, wife of the Secretary.

Bookfair opens Oct. 29

Bookfair, sponsored by the Association of American Foreign Service Women, begins this year on Friday, October 29 ("Family Night") and continues through Monday, November 1. Closed on the following Tuesday and Wednesday, it reopens Thursday, November 4, and continues through Saturday. Posters, stamps and art works from around the world will be on sale, in addition to books. For information, call the association's bookroom, 223-5796. ☐

On settling in Washington

A group of Foreign Service spouses is being organized to help newcomers—especially the foreign-born—settle in the Washington area. Members plan to help with practical suggestions, such as where to go for English classes, to shop and to find schools and recreation; how to use public transportation, to operate basic household appliances and to get help in emergencies. Those interested should call Kit Mansfield, 656-2535 (daytime); Maggi Morse, 385-3852 (evenings); or Gerhild Dickerman, 533-9787. ■

OVERSEAS SCHOOLS ADVISORY COUNCIL—At recent meeting, from left: *Robert H. Anderson*, Texas Tech University; *G. B. McCullough*, Exxon Corp.; *L. L. Youngblood Jr.*, Mobil Oil Corp.; *William P. MacKinnon*, General Motors Corp.; *Donald Floyd*, Raytheon Co.; *Thomas M. Tracy*, assistant secretary for administration, State; *Robert L. Harbour*, E. I. Du Pont de Nemours & Co., Inc.; *Nessa P. Loewenthal*, Bechtel Power Corp.; *John Collins*, IBM World Trade Corp.; *Walter J. Stoessel Jr.*, deputy secretary, State; *Richard A. Girling*, General Motors; *Lois Shepard*, educator; *Charles D. Lothridge*, General Electric Co.; *Eugene R. Lopez*, Pfizer International, Inc.; *George F. Moore*, Westinghouse Electric Corp.; *Robert F. Schwindt*, Union Carbide Corp. *(Photo by David M. Humphrey, Visual Services)*

Grievance Actions

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE *editorial staff.*

Job termination is upheld

008—The grievant contended that his agency did not act according to regulations and/or affirmative action provisions in the Foreign Service Act of 1980 when it terminated his probationary appointment. He also maintained that he had been treated unequally in the evaluation of his work performance and his technical/professional services. He asserted that his personnel file was defective in several elements. The grievant also called conditions in his office unsafe and demoralizing. As an example of the latter, he cited unsympathetic treatment on the death of a member of his family. As redress, he asked that the decision to separate him from the agency be rescinded and that he be permitted a six-month additional probationary period in which to prove himself.

The agency, in finding no merit in his grievance, noted that he had been given a six-month extension previously, and that his performance during this period continued to be deficient in several respects. It found no violation of any rule, regulation or published policy.

The board examined the agency's answers to each of the grievant's charges and found no evidence presented by the grievant to offset the agency's findings, especially the charge that he had not performed well enough to warrant another extension of employment. The board noted that his evaluations during the extended probationary period showed no substantial progress. The grievance was denied. □

He's promoted as of 1 year earlier

021—An evaluation report was removed from the grievant's file by his agency because it was falsely prejudicial. The agency would not agree to a retroactive promotion. The grievant was promoted shortly after removal. He asked that his promotion be made retroactive to two years earlier. The grievance board supported the conclusion that he would have been promoted the preceding year were it not for the falsely prejudicial report, but not two years earlier. It recommended to the agency head that the promotion be made retroactive to the preceding year. □

Evaluation report draftsmanship

039—The grievant complained that a promotion panel's critical statement concerning his evaluation report on a subordinate officer was unwarranted, and should not have been inserted in his performance file. According to the evaluation report, the rated officer was "a bit too inclined to go with his first draft"; would make "a better initiator, judge, and editor of drafts than a writer of them"; and his qualities "lie more in the upper managerial, representational realm." The promotion panel interpreted these observations as suggesting that the rated officer "should be promoted for his broader talents rather than his specific capabilities," and that the grievant was implying that writing ability was not a critical qualification for advancement.

The grievant, while denying that he was belittling the need for competent draftsmanship, declared that it was permissible for a rating officer to set down his views about key qualities for senior officers. He also objected to the administrative practice of leaving derogatory comments on the quality of an evaluation report permanently in a performance file, while removing true offenses (e.g. a security violation) after a specified time.

The board concluded that the grievant did no more than take seriously his obligation to draft a balanced portrait of the officer in the first evaluation report. The board added that the reviewing officer apparently construed the evaluation report differently from the promotion panel, inasmuch as he expressly lauded the rated officer's reporting without in any way indicating that his appraisal differed from that of the reviewing officer.

The grievant stressed that, in one and the same year, another promotion panel had formally commended him on his evaluation report on another subordinate officer. Contending that the presence of these diverse comments in his file reflected inadequate guidelines to the promotion panel, he asked that the commendation also be removed from his file.

The board ordered the removal from the grievant's performance file of both the criticism and commendation. It further recommended an agency review of the role of promotion panels in formally criticizing and commending evaluation reports, and the establishment of the time limit on the retention of promotion panel criticisms in a rating officer's performance file. □

Record contradicts rating officer

043—The grievant complained that his rating officer had an inadequate basis for appraising his performance at a regional service center, and had ignored several laudatory reports from posts which he had assisted. He further charged that the rating officer had not discussed work requirements with him and that the resulting report had unfairly damaged his career. He asked for removal of the evaluation report from his file, elimination of the ranking of the promotion board for that year from his record, and a promotion.

The agency countered that the rating officer's deputy had discussed work requirements with him, and that he had been made aware of his shortcomings. It denied the necessity of incorporating reports from regional posts into his evaluation, maintaining that telephone calls from regional posts about his assistance had been taken into account in the drafting of the report.

The board noted that the rating officer had been at post only 2½ months, although 10 months were shown as the period covered by the evaluation report. During much of those 2½ months, the grievant had been either hospitalized or restricted by doctors due to a work-related accident. Yet the rating officer never alluded to this circumstance. On the contrary, he spoke of "close daily association" with the grievant. Furthermore, the review panel at the post had questioned the assertion of the reviewing officer that "there is a good relationship between rated and rating officer," in light of the evaluation report itself.

With these grounds for questioning the overall objectivity and thoroughness of the report, the board ordered its removal from the grievant's personnel folder, as well as a "non-rate" for the year of the challenged report, and a one-year extension of time-in-class. Inasmuch as promotion boards for the past three years had only mid-ranked him, however, the board concluded that the report had not in itself blocked his advancement, and denied his request for promotion. □

Petrolimerick

As the poilu remarked from the bar,
"It is not so remote as a star,
But it's still a long way;
It's a very rare day
That Aden is seen from Afar."
—Basil Wentworth □

Reimbursement for educational costs

062—This grievance concerns the denial of the officer's claim for certain away-from-post education costs for his son, in excess of the allowance authorized at his new post. The grievant asserted that these expenses were caused by his change of assignment in mid-tour. It was too late then to give notice to the boarding school, where his son was enrolled, that he would not remain for the new term. A substantial sum of money for the next term had already been deposited.

At his new post, there was uncertainty about the adequacy of the school and, particularly, about the continuation of the eighth grade, the level at which his son would need to be enrolled the next year. It was only after due consideration and the advice of ranking officers at his post that he decided to leave his son where he was. Subsequently, the eighth grade was abolished in the school at the post.

The board directed the agency to reimburse the grievant for these educational costs. In doing so, it noted the new post's strong support in urging the agency to grant his request. It also observed that substantial reasons were conceded to exist by agency officials for the grievant to continue his son's education in the school he was attending. The board concluded that the agency had interpreted Rule 276.1 of the Standard Regulations too strictly. In examining the rule, it found there was room for exceptions, of which the grievant's request was one. □

Legal fees are denied

064—The grievant claimed that he should be paid legal fees incurred in connection with a court proceeding against his agency. The grievant had elected to seek a remedy in U.S. District Court concerning a disputed interpretation of the Foreign Service Act of 1980. The court ruled in his favor.

When the grievant's request to his agency for legal fees was denied, he sought an award from the Foreign Service Grievance Board for such payment. The board denied the grievance on the basis of its conclusion that, under Section 1107(b)(5) of the Foreign Service Act of 1980, its discretion to award attorney fees does not extend to proceedings in a different forum. □

Security suspension is upheld

067—The grievant received three security violations at Post A, and a fourth violation after transferring to Post B—all within a two-year period. The agency informed the grievant that, after reviewing all the circumstances attendant to the four security violations, it decided to suspend him for one working day without pay.

The grievant acknowledged the security violations, but maintained that he incurred the first three violations while working long hours under heavy pressure, and while suffering from hypertension and illness. He had volunteered to work overtime because the office was understaffed, and his services beyond the regular hours were urgently required. The security violations at Post A occurred in a secured area and did not compromise any classified material.

The board concluded that the four security violations were validly issued and noted that the grievant accepted responsibility for them. The decision to suspend the grievant as a consequence of these violations within a two-year period was made under authority provided in the agency's regulations. Therefore, the board found no grounds for reversing the agency's decision. The board concluded that the agency's decision letter could appropriately be a matter of record in the grievant's security file, but, given the particular circumstances of this case, should not be made a part of his performance file. □

Board: 'Lackluster' record was crucial

071—The grievant contends that agency assignments abroad and out of his specialty had the effect of blocking his promotion, and he wanted as remedy a retroactive promotion. The officer was hired as a specialist in his field and had three assignments abroad (the first and third were in the same country) in that capacity. After a decade in the Service, he returned to the United States and there followed contested action as to whether or not he had resigned from the agency. Then, in response to a recommendation by a Civil Service Commission examiner, pursuant to a court order in the grievant's favor, the agency restored him to his former position abroad at his last post without loss of salary, grade, seniority or tenure.

The restoration was identical in every respect except that the grievant's duties were not those he previously fulfilled, but were in another specialty. The grievant maintains that at this point he should have a promotion. Both he and the agency agree that he took the job willingly, although the grievant insists that it was with the stipulation that the new function not impair his career opportunities. The grievant remained at post in the new capacity for a number of years, obtaining officer evaluation reports that were less than distinguished. At the same time, the agency established that few officers in the service were assigned full-time to duties similar to his; consequently, there was little room for promotion in that specialty.

The board found that, while his assignment out of specialty might have been a factor in his not receiving a promotion, his lackluster evaluation reports for functions less demanding than those of his own specialty, coupled with the lack of promotion availability, were far more important factors. The grievance was denied. □

Flawed report causes recision of rating

075—A specialist in a regional office abroad alleged that an evaluation of his work for one year was "falsely prejudicial" to his career. He requested its expungement from his performance file. He also sought recision of his rating in the lowest percentile of his class by that year's promotion panel.

In its denial of the grievance, the agency noted that his overall performance had been rated "superior" in that report, and that the grievant had not expressed displeasure with previous ratings of the same quality. Nine of the 16 "performance factors" in the overall report were rated "superior".

The board found substantiation for the grievant's charge that a date of an evaluation of a special regional institution had been misstated in the report. It also found inconsistent the high praise for his supervisory ability, job knowledge and initiative with the assertion that he was deficient in utilizing material to analyze the activity which he serviced. Accordingly, the relevant passages were ordered deleted from his evaluation report. On the other hand, in assessing the complaints about criticisms of his drafting skill, the board found a pattern of similar opinion in his file about the need to improve his writing ability. It thus took no action on that point.

Moreover, it rejected the grievant's contention that, because he had been rated "outstanding" for "objectivity of performance evaluations," he should have received the same mark for "supervisory effectiveness," instead of "very good." The board regarded these factors as two separate items to be rated with different considerations in mind. The board acknowledged that it could merely speculate on whether the objectionable comments had disadvantaged him in competition with his peers, but it assumed the probability that they had affected his percentile standing in relation to others in his class.

Therefore, the board directed that his file reflect a nonrating by the promotion panel for that particular year. □

Attempt to win promotion fails

571—The grievant asserted that his agency arbitrarily and capriciously diverted promotion numbers from the job specialty in which he competed to another job specialty. He contended he would have been promoted that year if the numbers had not been shifted. He also stated that the distribution of promotion numbers may have been unfairly handled in the following year, blocking his promotion in that year as well. He requested retroactive promotion as a remedy.

The board was sympathetic with the grievant's desire to require justification of the promotion process modification. He was one of three officers in his category identified by the promotion board for promotion in that year. But for the shift in promotion numbers, he may well have been promoted. However, the board concluded that it is not appropriate for the board to review the *wisdom* of a decision made by management in the proper exercise of its authority on the basis of management's evaluation of current personnel requirements.

The agency stated its decision to shift promotion numbers was based on a projection that showed a need for additional promotion opportunities in another specialty. The shift was also approved by the union.

The board found no persuasive evidence to support the grievant's allegation that the agency's decision was made arbitrarily or capriciously. Therefore, the board denied the grievance. ■

American Diplomacy 1782

Ignoring instructions
October 1782

BY JAN K. HERMAN

THIS SECOND WEEK of autumn, General Nathaniel Greene writes Secretary of Foreign Affairs Robert Livingston that the British are preparing to evacuate Charleston, the last city they hold in the South.

From Verplanck's Point on the Hudson, General Washington sizes up enemy intentions in New York City. "Admiral Pigot is now in New York harbor," he writes John Jay, "with twenty-six ships, ready, wooded and watered for sea, but the present circumstances . . . do not indicate that New York will be abandoned this year . . ."

In Philadelphia there is talk that the British will stop at nothing to compel "the United States to agree to some terms of dependence upon Great Britain, or at least to a separate peace . . ." by sending secret emissaries "to delude and deceive." On the 4th, Congress unanimously adopts a resolution. The United States "will inviolably adhere to the treaty of alliance with his most Christian majesty, and conclude neither a separate peace nor truce with Great Britain . . ."

Three thousand miles of ocean away, the American commissioners are doing quite the contrary, violating their instructions by negotiating directly with the British, without the knowledge of the French. With Benjamin Franklin still suffering the agony of a kidney stone, and John Adams in the Netherlands, John Jay has become America's sole negotiator.

On the 5th, Jay and Richard Oswald formally exchange powers as commissioners. The latter is eager to strike a separate deal with the Americans. Gibraltar is at this very moment threatened as never before by a powerful Spanish-French expedition. If the Rock should fall, as indeed it might, Britain's opportunity to split off her former colonies from the French could forever be lost.

Jay hands Oswald his latest proposals. They are essentially the same as Franklin's original "necessary" four points, with one exception. Both nations should be free to navigate and trade on the full length of the Mississippi River. Also, with the final peace, Jay implies that West Florida, now in Spanish hands, should revert to British rule. Jay's open distrust and dislike of the Spanish is evident. Franklin's insistence on the cession of Canada is dropped, but Jay insists on the right of Americans "to take fish of every kind on the banks of Newfoundland . . . and also to dry and cure the same at the accustomed places . . ."

(One of a series)

By the 11th, the treaty draft is in Lord Shelburne's hands back in London. But news of Gibraltar's successful defense has preceded it. The British put on the brakes and stiffen their terms. Their counterproposals address the issue of American compensation to the loyalists, that unfortunate group the mother country is honor-bound to defend. And then there is the subject of unpaid American debts. The Americans must pay their British creditors in hard cash, not in worthless Continental currency. But, most significantly, the subject of fishing rights suggests an unpleasant time ahead for the commissioners of both sides. The British reject the right of Americans to fish Newfoundland waters and dry their harvest on its beaches.

On the 26th, the negotiations begin a new chapter. John Adams arrives in Paris. He stops at Jay's residence but, not finding him at home, seeks the latest news from an old friend. Not surprisingly, Adams learns that Franklin has both been too easygoing with Oswald and too bound by his congressional instructions to negotiate without Vergennes' knowledge and approval. Adams, like Jay, feels his country's interests are more important than a slavish adherence to the treaty of alliance.

Three days later, Adams swallows his disgust for Franklin and visits the sick old diplomat at Passy. There he learns that although Franklin seems loath to bite the royal hand that nourishes the Revolution, he is firm on boundaries and fishing rights. Adams in turn speaks his mind on France, sings the virtues of Jay and his bold, imaginative policy, and announces that he will follow the latter's lead and ignore his instructions. "The Doctor heard me patiently, but said nothing," Adams writes in his diary. Outnumbered 2 to 1 by his colleagues, Franklin gives in, saying: "I am of your opinion, and will go along . . without consulting this court." ■

Diplo-Crostic No. 17

BY CAROL BECKER

Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 16" appeared in the July issue; the solution was in the August/September STATE.)

1D	2H	3S	■	4N	5C	■	6U	7H	8K	■	9B	10I	11D	12F	13T	14W	■
15M	16V	■	17H	18N	19Q	20B	■	21G	22L	23J	24P	■	25F	26V	27E	28O	29Q
30R	■	31I	32W	33A	34M	■	35R	36A	37P	38G	39D	40M	■	41L	42E	43S	44W
■	45O	46D	47V	■	48B	49G	50W	51U	52E	53R	54D	■	55E	56D	57W	58V	■
59M	60C	61L	62N	63Q	■	64A	65K	66P	67R	■	68S	69K	70Q	■	71E	72J	73P
■	74F	75T	76S	■	77N	78K	■	79F	80P	81U	82M	83J	84Q	85V	86W	87K	■
88C	89O	90P	■	91E	92J	93R	94K	95L	96H	97D	98P	■	99T	100V	■	101A	102Q
103U	104D	■	105G	106I	107E	108W	109N	■	110W	111D	112F	■	113I	114T	115F	■	116K
117U	118E	119Q	■	120Q	121M	122F	123A	124R	125B	126S	■	127P	128T	129V	■	130S	131G
132H	■	133A	134F	■	135M	136R	137G	■	138P	139L	140B	141H	■	142B	143O	144S	145G
■	146O	147I	148R	149U	150A	151D	■	152W	153L	154I	155J	156N	157D	■	158B	159T	160C
161I	162R	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■

DEFINITIONS	WORDS
A. See Word M	64 123 133 33 101 36 150
B. Republican in 1884 who refused to support the party ticket	9 140 125 142 48 20 158
C. Something one strains at when finding it hard to believe some trivial thing	160 5 60 88
D. Leftovers	56 157 54 97 1 46 151 39 111 11 104
E. Home of the reindeer	27 107 52 118 42 55 91
F. Thought otherwise	12 79 134 25 115 122 74 112
G. Title of another novel by author of *On the Beach*	131 49 71 105 137 21 145 38
H. Below	2 141 17 7 96 132
I. The C.G.S. unit for magnetic motive force named for an English physicist	161 10 154 31 106 147 113
J. What one does to the affirmative before eliminating the negative in one popular song (followed by "on")	155 92 23 83 72
K. American women painter	69 94 65 8 78 116 87
L. Of the nose	139 41 22 95 153 61
M. Accompanied by Words A, T, and W, she sang her way to a pair of ruby shoes	40 82 59 15 135 121 34
N. A green mottled rock	77 62 18 4 109 156
O. First of the Biblical virtues	146 45 143 28 89
P. With reference to a famous British suspense novel, one of thirty-nine	37 90 80 138 24 98 127 73 66
Q. More sound and normal	29 84 102 119 120 63 148 19 70
R. Proportion of motion characterized by harmony	53 124 93 30 67 136 35 162
S. Addicted to passing fashions	68 130 3 76 43 144 126
T. See Word M	13 159 99 75
U. Where a bird is really worth something	51 103 6 128 149 114 117 81 46
V. Turkish title of respect	58 100 16 129 85 47 26
W. See Word M	57 86 110 44 14 152 108 32 50

Post of the Month: Caracas

CARACAS is in the valley of the Avila Mountains, in northern Venezuela—the nation "at the top" of the South American continent. Our people there are featured in this latest installment of STATE's continuing "Post of the Month" series. *(Photos by Donna Gigliotti)*

EMBASSY
UNITED STATES OF AMERICA

The chancery.

The Plaza de Simon Bolivar.

The Caracas Cathedral.

The Congress building.

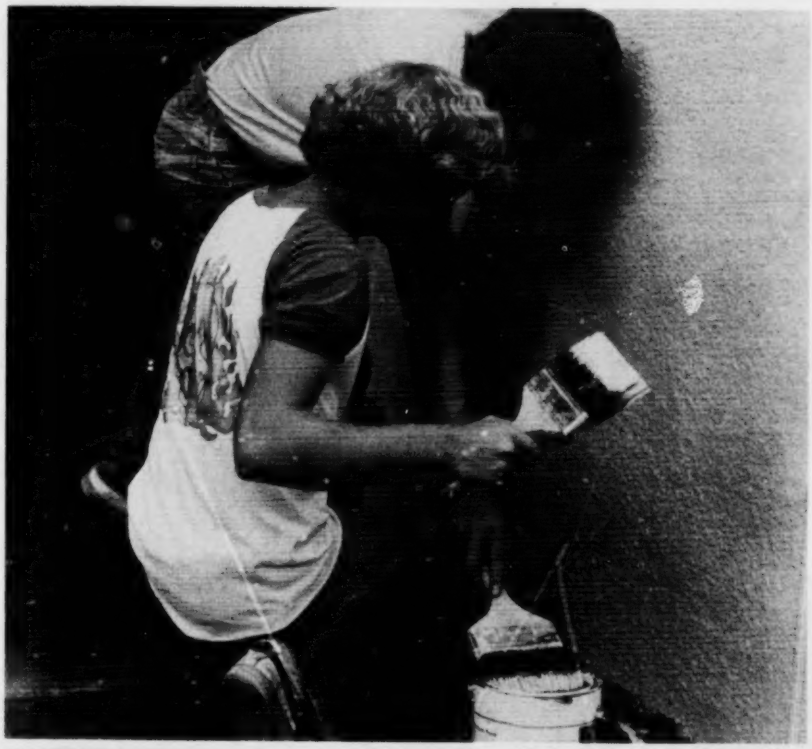
The Caracas skyline.

Consular officer *Bob Witajewski*, left, and political officer *Enrique Perez*.

Dioni de Fernandez has worked in the embassy snack bar for over 20 years.

Frank Juni, assistant regional security officer.

Jay Goode, standing, and *Dan Day* paint wall on embassy grounds, as participants in embassy summer employment program.



In the consular section: *Renee Toirac*, center, and, clockwise, from top right, *Brenda Biptah*, *Arlene Wong*, section chief *Heather Hodges*, *Elena Furlan*. ⟶

Political officer *Jeb Bobbin*, left, at a dinner with diplomats from other embassies.

Receptionist *Alexandra Pinto.*

JoAnne Clifton, USIA executive officer.

Personnel officer *Marie Burba* with her mother, who lives at the post.

Bowling with the embassy league is *Michael Fitzpatrick*, foreground, son of administrative officer Tom Fitzpatrick.

At rehearsal are embassy employees (from left) *Phil French*, *Wayne Rogers*, *Gale Berghoefer*, *Sam Andrade*, *Susannah Kelley*, who are members of an amateur folk/country band.

Exchanging going-away gifts at U.S. Embassy Women's Association luncheon are *Wendy Luers*, right, wife of then Ambassador William H. Luers, and *Julie Mangis*, the association's president.

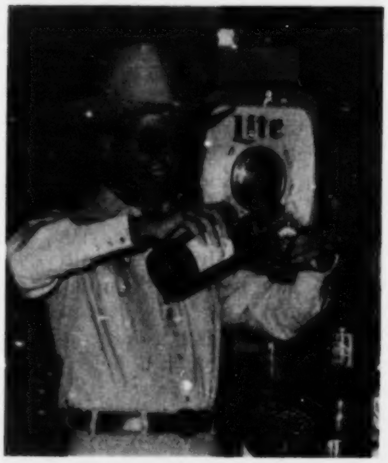
Ray Seibert, with the Federal Aviation Administration, is a member of the embassy bowling league.

Dick Wheeler, husband of secretary Patricia Wheeler, shops at a local market.

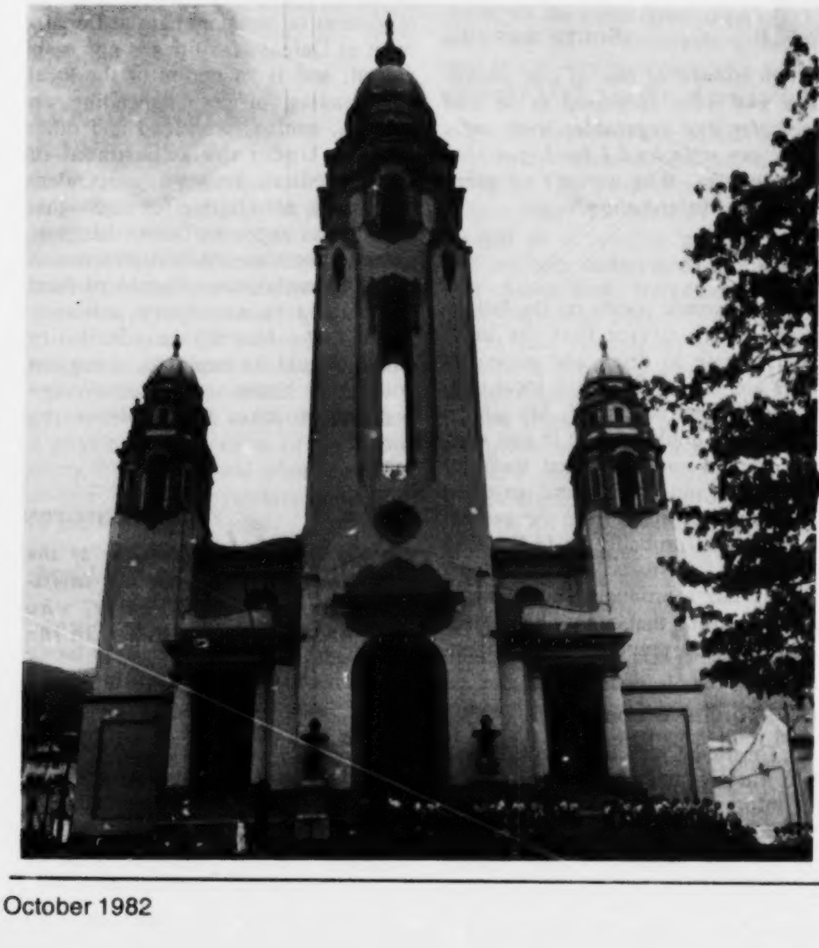
Embassy nurse *Phyllis Goodner*.

Ambassador *George W. Landau* (left), with President *Luis Herrera Campins* after presentation of ambassadorial credentials. ***(USIA photo)***

Family liaison officer *Joyce Fitzpatrick*.



Deputy chief of mission *Richard Moon* at the Marine house on country-western night. ***(USIA photo)***



El Panteon ■

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.*

Q. WASHINGTON

I've read about a new hepatitis vaccine. Is it recommended for overseas?

A.

There is indeed a newly-marketed vaccine against hepatitis B. This is the hepatitis formerly known as serum hepatitis. We're in the midst of screening our patient population, and thus far we've done special blood tests on over 1,200 persons. After we review the results of this survey, we'll make a decision regarding recommendations for this vaccination. Since hepatitis B is transmitted by direct contact with blood or blood products, and by sexual contact, it's likely that our laboratory personnel, doctors and nurses will be immunized, as well as spouses of persons who have had hepatitis B or who are carriers. For the present, however, we have no concrete recommendations for this vaccination, pending the results of the survey.

Q. WESTERN EUROPE

I'm starting hard language training next spring. I am perfectly healthy, but I was told that my family and I must have physicals before being assigned to Washington for a year. Can you explain this, please?

A.

The assumption, of course, is that following a year's language training you and your family will spend several years abroad at a designated post. It would be illogical to provide lengthy language training for you if a member of your family was not medically cleared for that post. Thus, we request that all family members have their medical clearance status reviewed before starting language training at the Foreign Service Institute. If a medical condition exists which would preclude a special assignment, the Bureau of Personnel can be advised, and alternate candidates could then be selected for the position.

Q. SOUTH AMERICA

We vacationed at one of our consulates and were surprised to be told the water and vegetables were safe. Well, my wife and I both got sick with amoeba. Why weren't we given the correct information?

A.

Your experience points up the fallacy of accepting advice that the local water is safe to drink and uncooked foods are safe to eat when local conditions suggest otherwise. My advice is: When in doubt, don't! If you stick with bottled sodas, bottled water or boiled tea, and don't drink anything with ice cubes made from the suspect water, you'll probably be O.K. With regard to foodstuffs: Avoid salads, lettuce, dairy products, raw fish or shellfish, fruits that cannot be peeled, and any foods prepared with mayonnaise or milk. When traveling, regardless of recommendations to the contrary, your safest bet is to avoid the foods that can be sources of infection.

Return of the 'Bloodmobile'

The Red Cross Bloodmobile will be in the Department October 20–21. For information, call Dorothy Collins on Ext. 22283. ☐

Q. WASHINGTON

My elderly but hardly infirm mother will be accompanying us on assignment to East Asia this fall. What medical benefits will she be entitled to?

A.

If the chief of mission so designates, your mother will be eligible for courtesy routine care in the embassy health unit if it is staffed by a Foreign Service physician or nurse. Routine outpatient or inpatient care at Department of Defense facilities is not guaranteed, and is an option of the local commanding officer, depending on staffing, census, workload and other factors. Under the Department of State Medical Program, dependent parents are not eligible for care—that is, hospital expenses cannot be guaranteed, nor can medical evacuation travel be authorized. Should medical evacuation be necessary, advance home leave travel is a possibility which should be explored. I suggest you pursue health insurance coverage for your mother before traveling abroad.

Q. WASHINGTON

Do you have any knowledge of the new kind of braces that are invisible? Our son and daughter, who need braces, are thrilled with the prospect.

A.

The situation is not quite as good as your question implies, but almost. Back teeth and teeth requiring unusual stress are still usually banded.

Moving teeth requires a firm point of fixation on each tooth to be moved in precisely controlled force. In the past, this required that each tooth be banded with a metal band to which a bracket was soldered. It is to this bracket that the moving force is applied to move the tooth. The force is applied through a wire that runs from tooth to tooth. Recent advancement in adhesives has allowed the elimination of the metal band for most front teeth. The bracket can be affixed directly to the tooth. However, the bracket and the wire applying the force must still be metal. Yet another new technique allows the bracket and moving wire to be applied to the inside surface of the tooth in some cases, making the appliance even less noticeable. Without the metal bands, the appliance is much less unsightly than before, but not yet truly invisible. ☐

Doctor Korcak's health hints

Breast cancer detection

After a thorough evaluation of available data, the American Cancer Society has developed the following guidelines for the detection of breast cancer in asymptomatic women:

—Women 20 years of age and older should perform breast self-examination every month.

—Women 20 to 40 should have a physical examination of the breast every three years, and women over 40 should have a physical examination of the breast every year.

—Women between 35 and 40 should have a baseline mammogram.

—Women under 50 should consult their personal physicians about the need for mammography.

—Women over 50 should have a mammogram every year when feasible.

—Women with personal or family histories of breast cancer should consult their physicians about the need for more frequent examinations, or about beginning periodic mammography before age 50.

There is general agreement that, the earlier breast cancers are detected and treated, the greater the likelihood that more women will be cured. ☐

Alcohol Awareness Program

'What causes alcoholism? Who's at risk?'

By Selwa Roosevelt

The author, in addition to being chief of protocol for the Department, is also known as a freelance journalist. In the March 16 issue of Family Circle magazine, an article by her, "Intervention—Real Hope for the Alcoholic," described an approach in getting the alcoholic to seek treatment. In the same issue, a companion piece by Mrs. Roosevelt appeared, and this is reprinted here with her approval and that of the Magazine.

The causes of alcoholism are still in dispute. Some experts attribute alcoholism to environmental factors, while other authorities give more weight to a possible genetic factor, not yet fully understood. In his book, "Is Alcoholism Hereditary?" (Oxford University Press, 1976), psychiatrist and researcher Dr. Donald Goodwin provides evidence that a predisposition toward alcoholism is passed from parent to child through the genes and is related to the individual's physiology—hormones, enzymes and brain chemistry.

In two separate studies Dr. Goodwin compared children of alcoholics who were taken from their parents at birth and adopted by nonrelatives with children of non-alcoholic parents. Despite having no exposure to their alcoholic parents after infancy, the children of alcoholic parents, Dr. Goodwin found, had a four times higher risk of becoming alcoholics than did children of non-alcoholic parents. They were also more likely to develop the disease earlier, usually in their 20s. On the other hand, the children of non-alcoholic parents showed relatively low rates of alcoholism, even if reared by alcoholic foster parents.

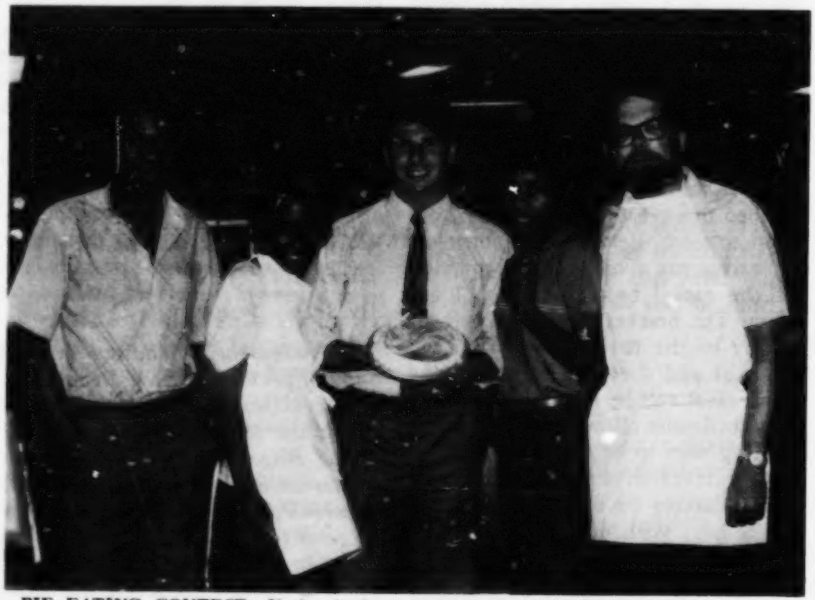
There is also the question of gender and tolerance to alcohol. Dr. Eleanor Z. Hanna, director of the alcohol clinic at Massachusetts General Hospital in Boston, finds that in general her women patients are naive about their inability to tolerate as much alcohol as men. Her studies show that women can begin to suffer cirrhosis of the liver on only a third as much alcohol as might cause the disease in men. This is partly because of differences in size, but also because men maintain a fairly constant tolerance level for alcohol, while women's tolerance varies with the menstrual cycle and use of oral contraceptives.

In addition, [the] founder of Women for Sobriety, a self-help program, says, "Women alcoholics often have more severe problems than their male counterparts. Women have a higher rate of recidivism (relapse). In many cases, they also battle a dual addiction with drugs, and the physical damage is more extensive because they wait longer before seeking help. That's because society attaches a greater stigma to the female who drinks too much." "You will rarely see a woman alcoholic indulging publicly in ugly or boisterous behavior," says Mona Mansell, who founded the Freedom Institute in New York, to help alcoholics acknowledge and cope with their disease. "Female alcoholics are usually closet drinkers; they rarely get dead drunk, but they are never truly sober, either. They manage to keep drinking all day at a steady pace, using soft drinks to disguise the alcohol. Sometimes they refuse drinks at parties, thinking this will convince people they don't drink."

Other groups adept at hiding their addiction are the affluent, the young and the highly intelligent. Explains Father Peter Sweisgood, a recovered alcoholic and Benedictine monk who works with problem drinkers in New York: "They have the greatest potential for rationalizing their behavior. The young don't believe they can't handle liquor; the very intelligent simply are more clever at concealing their dependency. And, of course, those with money have servants, secretaries and hangers-on who will protect them from the real world. The threat of losing a job, which is the single most potent factor in getting an alcoholic to treatment, is simply not as compelling to someone financially secure."

But the overall risk of alcoholism is not restricted to familial tendencies, physiology or affluence. "Let's face it, ours is a drinking culture," Mona Mansell explains. "Alcohol is legal, available and socially acceptable—but it's a highly addictive drug."

If you have, or think you might have, a drinking problem, please call the administrator of the Alcohol Awareness Program, Department of State, Washington, (202) 632-1843 or 632-8804. ■



PIE EATING CONTEST—You're looking at the champion, *Bill Amoroso*, budget and accounting officer for the Arms Control and Disarmament Agency. He's holding a lemon meringue pie like the whole one he devoured in some 4 minutes 59 seconds on September 3, in a tournament sponsored by the Department cafeteria. His rivals, who were still working on their own lemon meringues after Mr. Amoroso finished his, are, from left, *Gregory Hawkins*, general services officer at State; *Saundra Comer*, Information Systems Office; *Toni Wooton*, Bureau of Personnel; *Steve Halter*, Office of Operations. "Actually," said Mr. Amoroso, "I prefer key lime pie." *(Photo by Guest Services, Inc.)*

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

President Reagan

"A New Opportunity for Peace in the Middle East," Burbank, Calif., September 1 (Current Policy No. 417).

Secretary Shultz

"U.S. Approach to Problems in the Caribbean Basin," Senate Finance Committee, August 2 (Current Policy No. 412).

East Asian and Pacific affairs

"U.S.-China Joint Communique," John H. Holdridge, assistant secretary for East Asian and Pacific affairs, House Foreign Affairs Committee, August 18 (Current Policy No. 413).

European affairs

"Implementation of the Helsinki Final Act: Twelfth Semiannual Report, December 1, 1981–May 31, 1982," President Reagan to the Commission on Security and Cooperation in Europe, August 1982 (Special Report No. 100).

General foreign policy

"U.S. National Security," Atlas of U.S. Foreign Relations, May 1982 (Bulletin reprint).

Inter-American affairs

"Building the Peace in Central America," Thomas O. Enders, assistant secretary of state for inter-American affairs, Commonwealth Club, San Francisco, August 20 (Current Policy No. 414).

"South Atlantic Crisis: Background, Consequences, Documentation," April 27–August 5 (Selected Documents No. 21).

"Human Rights Conditions in El Salvador," Elliot Abrams, assistant secretary of state for human rights and humanitarian affairs, House Foreign Affairs Committee, July 29 (Current Policy No. 411).

"Certification of Progress in El Salvador," Thomas O. Enders, assistant secretary of state for inter-American affairs, House Foreign Affairs Committee, July 29 (Current Policy No. 410).

Near East and South Asian affairs

"Lebanon: Plan for the PLO Evacuation from West Beirut," President Reagan's statement; Secretary Shultz's news conference excerpts; fact sheet on arrangements; texts of departure plan; exchange of notes between the United States and Lebanon; and President Reagan's letters to the UN secretary general and the U.S. Congress, August (Current Policy No. 415).

GIST

Afghan refugees in Pakistan (9/82).
International narcotics control (9/82).

Background Notes

South Africa (7/82).
Paraguay (7/82). ☐

Schedule of courses at Foreign Service Institute

Program	*Nov.*	*Dec.*	*Jan.*	*Length of course*
Administrative training				
*Administrative CORE	29	—	3,31	3 weeks
General Services Operations	15	—	3,24	3 weeks
Personnel Operations	15	—	—	2 weeks
Personnel Laboratory	16	27	—	2 weeks
Budget and Financial Management	15	—	3,24	6 weeks
**Coping with Violence Abroad	1,8 22	6,20	3,17 31	1 day
*Prerequisite before taking GSO, PER and B & F.				
**This course used to be available on a walk-in basis. You must now register.				
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			6 months
Nationality Law and Consular Procedure	Correspondence course			6 months
Overseas Citizens Services	Correspondence course			6 months
Advanced Consular Course	—	—	17	3 weeks
Consular Employees' Professional Seminar	29	—	—	2 weeks
Economic and commercial training				
Information Systems Manager Training	1	—	—	3 weeks
Executive Development				
*Advanced Television Workshop	—	9	—	3 days
Executive Performance Seminar	14	—	16	5 days
Supervisory Studies Seminar	—	5	—	5 days
Executive EEO Seminar	30	—	25	1 day
*Overseas Supervisory Workshop	14	—	—	5 days
*By invitation only				
Political training				
Foreign Affairs Interdepartmental Seminar	—	—	10	2 weeks
National Security and Arms Control	15	—	—	5 days
Intelligence and Foreign Policy	15	—	—	5 days
Orientation				
Departmental Clerical Orientation	15	—	17	5 days
Orientation for Foreign Service Officers	—	—	5	6 1/2 wks
*Secretarial workshops				
First-Time Ambassador's Secretary's Briefing *(Foreign Service only)*	Individual			4 hours
Workshop in the Preparation of Travel Vouchers	Individual lab			4 hours
Stenography Laboratory (Advanced)	Individual lab			4 hours
Department Correspondence, Diplomatic Notes and Other Forms of Communication, i.e., Telegrams, Airgrams, etc.	Individual lab			4 hours
Foreign Service Correspondence, (Diplomatic Notes) *(Foreign Service only)*	Individual lab			4 hours
*Arranged on individual basis (self-paced, instructor-monitored).				
Clerical workshops				
Telephone Techniques Workshop	—	3	—	4 hours
Clerical skills				
Workshop for Speed and Accuracy	—	—	10	4 weeks 40 hours
Communication skills				
English and Communication Skills	15	—	—	30 hours
Fundamentals of Writing for Government	—	—	11	5 weeks 20 hours

—(Continued on next page)

State gets included in executive program

The Department has been allotted berths in the Executive Leadership and Management Program training offered by the U.S. Office of Personnel Management at the Federal Executive Institute in Charlottesville, Va., on the following dates next year: January 10–28 (5 spaces), February 7–25 (7), June 20-July 8 (7), July 11–29 (3), August 8–26 (4), September 6–23 (4).

The program is designed for new members of the Senior Executive Service, employees in managerial positions and employees who have demonstrated executive potential. Focusing on executive job performance and the skills needed by employees during their transition to executive responsibilities, the course emphasizes executive roles and individual competency.

Bureau nominations of candidates for the program should be submitted on Forms DS–755 and OF–170 to the Foreign Service Institute, Extension Studies Program, B-level, State Annex 3, Rosslyn. Employees at grades GM/GS–15, 16, 17 and 18, FO/FP–1 and above, and members of the Senior Executive Service are eligible. The Foreign Service Institute will pay program expenses, including reduced per diem and travel costs. For information, call Extension Studies, 235–8765, or the Bureau of Personnel, Office of Civil Service Career Development and Assignments, 632–2509. ☐

Overseas Briefing Center courses

The Overseas Briefing Center is offering the following courses to employees and family members at the Foreign Service Institute:

—"American Studies, Cross-Cultural Adaptation and the Logistics of Foreign Service Life," including information on American politics, economics, history and art. October 25–November 5, 9:15 a.m.–3 p.m.

—"English Teaching," on teaching English as a foreign language. Oc-

—(Continued from preceding page)

Program	*Nov.*	*Dec.*	*Jan.*	*Length of course*
Workshop for managers				
The Art of Dictation Workshop	Individual and group			4 hours
Notetaking for Managers	TBA (individual and group)			14 hours

Area studies and language training

Program	*Nov.*	*Dec.*	*Jan.*	*Length of course*
Area studies				
Africa, Sub-Sahara	15	—	24	2 weeks
Western Europe	15	—	24	2 weeks
East Asia	15	—	24	2 weeks
Eastern Europe and USSR	15	—	24	2 weeks
Latin America	15	—	24	2 weeks
Near East and North Africa	15	—	24	2 weeks
South Asia	15	—	24	2 weeks
Southeast Asia	15	—	24	2 weeks
Overseas Briefing Center				
Two-Week Family Workshop	—	—	10	2 weeks
Re-Entry Saturdays	13	—	—	1 day
Re-Entry Evenings	17	—	—	1 day
Community Skills Seminar	29	—	—	1 week
Language and advanced area courses				
French	29	—	10	20 weeks
German	29	—	—	20 weeks
Italian	29	—	—	20 weeks
Portuguese	29	—	—	24 weeks
Spanish	29	—	10	20 weeks
Familiarization and short-term (FAST) courses				
Chinese	—	—	24	6 weeks
French (Metrop.)	29	—	10	10 weeks
French (Sub-Sah.)	29	—	10	10 weeks
German	29	—	—	10 weeks
Italian	29	—	—	10 weeks
Portuguese (L.A.)	29	—	—	10 weeks
Portuguese (Eur.)	29	—	—	10 weeks
Spanish (Eur.)	29	—	10	10 weeks
Spanish (L.A.)	29	—	10	10 weeks □

tober 18–22, 9:15 a.m.–1 p.m.

—"Career Counseling," on spouse employment, identifying skills and writing resumes, October 5–8, 9:15 a.m.–1 p.m.

—"Community Skills," designed primarily to prepare candidates for community liaison jobs abroad, November 29–December 3, 9:15 a.m.–3 p.m.

—"Re-Entry," on stress connected with returning to the United States from an overseas tour, October 4, 9:15 a.m.–1 p.m. for spouses; October 13 and November 17, 6–9:00 p.m. for singles and couples; October 23 and November 13, 10 a.m.–3 p.m. for families.

For information on classes and on reimbursements for babysitters, contact the center, Room 400, State Annex-3, 235–8784. □

English course for clerical employees

"English and Communications Skills," an intermediate course for clerical employees on grammar, word usage, punctuation and vocabulary, is being offered by the Foreign Service Institute, November 15–December 10, Mondays, Wednesdays and Fridays, 9–11:30 a.m. in State Annex 15, Rosslyn. The course will also emphasize writing skills for drafting general office correspondence.

Clerical employees at GS-4 and above, and other employees whose job performance could be improved by a review of English usage and elementary writing skills, are eligible to apply. Application Forms DS-755 should be submitted to the Registrar's Office, Room 100, SA-3, by November 1. For more information, call the Registrar's Office, 235-8765, the Institute's Communication and Clerical Skills Division, 235-9404, or your bureau training officer. □

Catalog of courses

The 1982–84 catalog of the Graduate School, U.S. Department of Agriculture, is now available. It contains information on more than 860 different courses taught by instructors recruited mainly from Government agencies and local universities. The courses are designed for career advancement or self-fulfillment. To obtain a copy of the catalog and class schedule, call (202) 447-4419. □

'Intelligence and Foreign Policy'

"Intelligence and Foreign Policy," a five-day seminar, is being offered by the Foreign Service Institute, November 15–19. It is designed for mid-level policy officers whose responsibilities involve the intelligence community.

A top-secret security clearance is required of all applicants, who must submit verification of clearance with application to the registrar's office in Room 100, State Annex 3, by November 5. Officers in the foreign affairs agencies at FO–1 through 4, GS–15 through 9, FP–1 through 4, or the military equivalents of those grades, are eligible. For information, call the Policy Training Office, 235–8776, or your bureau training officer. □

'Telephone Techniques'

The Foreign Service Institute is offering a four-hour workshop called "Telephone Techniques." It's on communicating effectively by telephone, and it'll be held December 3. ■

Personnel: Civil Service

Promotions

GM–14

Shaw, Sandra, Intelligence and Research, Office of the Geographer, Cartography Division

GS–3

Deaussaure, Eugene R., Diplomatic Pouch and Courier Division
Hill, Carolyn S., Visa Operations
Martin, Roderick, Intelligence and Research, Office of Intelligence Support

GS–4

Boarman, Dorothy F., Diplomatic Pouch and Courier Division
Gholson, Wanda D., Bureau of Personnel, Retirement Division
Greene, Terry L., Office of the Comptroller, Financial Operations
Hairston, Jacqueline L., Office of the Comptroller, Financial Operations, General Claims Division
Joyner, Clyda R., Office of the Comptroller, Financial Operations
Malcomb, C. Elizabeth, Despatch Agency, Baltimore
Robinson, Edwina P., Office of the Comptroller, Office of Budget and Planning
Thomas, Margaret Ann, Office of Facilities Management and Administrative Services
Webb, Sharlean, Office of the Secretary Information Management Section

GS–5

Brooks, Josephine C., Public Affairs, Office of Public Communication, Special Projects Staff
Burlin, Ann N., Office of the Comptroller, Financial Operations, General Claims Division
Dade, Peter Langhorne, Bureau of Personnel, Operating Systems Division
Golden, Nancy L., Office of the Legal Adviser, Office of Law Enforcement and Intelligence
Goodwin, Lisa Jeanne, Bureau of Public Affairs
Haynes, Susan, Office of the Comptroller, Financial Operations, General Claims Division
Hutson Arija Bianka, Office of the Comptroller, Financial Operations, General Claims Division
Lewis, Sabrina M., Passport Operations
Merrick, Shelagh M., European Affairs, Office of Security and Political Affairs
Trevor, David A., Consular Affairs
Whitney, Thelma J., Office of the Comptroller, Financial Operations, General Claims Division
Woody, Jennifer M., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Zoetis, Phyllis Ann, Foreign Service Institute

EAST ASIAN AND PACIFIC AFFAIRS—General services officer *Wilbert Smith*, right, receives retirement plaque from Assistant Secretary *John Holdridge*. With them is *Mrs. Smith*.

GS–6

Carey, Christine J., Office of the Comptroller, Financial Operations
Delay, Sharon Ann, Intelligence and Research, Office of Intelligence Liaison, Control Division
Douglas, Betty J., Inter-American Affairs
Edwards, Eunice Y., Foreign Service Institute
Milne, Kathleen B., Israeli and Arab-Israeli Affairs
Osborn, Rena L., Office of the Inspector General
Salser, Diane E., Intelligence and Research, Office of Intelligence Liaison, Control Division

GS–7

Berkenbile, Lee Ann, Visa Operations
Farrell, Stephen T., Diplomatic Pouch and Courier Division
Jones, Hiram S., Office of the Comptroller, Financial Operations, Payroll Division
Kokal, John J., Intelligence and Research, Office of Analysis for Near East and South Asia
Leonard, Eunice M., Public Affairs, Office of the Historian
Newkirk, Ethel M., Office of Cuban Affairs
Reid, Thomasine, Inter-American Affairs
Sinclair, Janice E., Office of the Comptroller, Office of Budget and Planning
Williams, Brenda I., Consular Affairs

GS–8

Lockwood, Carolyn M., Office of Human Rights
Moss, Bonnie Lee, Foreign Buildings Office
Oliver, Mary K., Bureau of Administration, Office of Operations
Settles, Deforrest A., Diplomatic Pouch and Courier Division
Slingland, Kathleen T., Economic and Business Affairs
Ward Jr., Marvin E., Information Systems Office

GS–9

Chevalier Jr., Alonzo R., Intel-

AFRICAN AFFAIRS—*Charles S. Greco* **receives cash award, for his work in the budget office, from Assistant Secretary** *Chester A. Crocker*, **right.** (*Photo by Glen Hall, Visual Services*)

ligence and Research, Telecommunications Branch

Galovich, Alex, Passport Operations

Gaw, Monica Anne, Office of Citizens Consular Services, Inter-American Division

Holton, Howard L., Information Systems Office

Kachigian, Susan L., Bureau of Personnel, Examination Division

Kearney, Calvin E., Communications Center

Oraby, Janet Morgan, Information Systems Office

Parker, Suzanne K., Intelligence and Research, Office of Intelligence Liaison, Control Division

Rhyne, Reba G., Consular Affairs, Passport Operations

Scott, Veronica E., Bureau of Personnel, Office of Foreign Service Career Development and Assignments

Williams, Paula Backus, Passport Operations

Uimer, Sandra Y., Office of the Under Secretary for Political Affairs

GS–11

Stalls, Anita Lancaster, Office of the Under Secretary for Management, Executive Office

GS–12

Gunn, Joyce, Citizens Emergency Center

Hobgood, Teresa D., Office of Citizens Consular Services, European Division

Kelly, Diane E., Near Eastern and South Asian Affairs, Public Affairs

Kirincich, Elizabeth Ann, Citizens Emergency Center

Ritchie, James E., Citizens Emergency Center

Waters, Donna L., Office of Citizens Consular Services, European Division

GS–13

Aslan, Zaki A., Office of Facilities Management and Administrative Services

Hegarty, Patrick H., Office of Citizens Consular Services, Inter-American Division

Soyster, Elizabeth B., Office of Citizens Consular Services, Near Eastern and South Asian Division

White, Wayne Edward, Intelligence and Research, Office of Analysis for Near East and South Asia

Appointments

Abramowitz, Sheppie, Family Liaison Office

Bell, Yolanda Yvette, Passport Office, Stamford

Benson, Hans Christopher, Passport Operations

Berthold, Eric, European Affairs

Biedlingmaier, Mark J., Western European Affairs

Biniaz, Susan, Office of the Legal Adviser

Blood, Archer K., Classification/Declassification Center

Bolka, Kim A., Office of the Comptroller, Payroll and Retirement Accounts Division

Bridges, Doyle Ray, Passport Office, Houston

Bryars, Gretchen Diane, Passport Office, Los Angeles

Caster, Sandra Lynn, Office of Supply, Transportation, and Procurement

Chance, Joyce L., Office of Communications

Conroy, Matthew J., Office of the Comptroller, Office of Budget and Planning

Cook, Stephen Fletcher, Office of the Legal Adviser

Crichlow, Rachel Naomi, Passport Operations, Office of Budget and Planning

Cutler, Leslie A., Bureau of Administration

Deneroff, Karen Gill, Bureau of Administration, Information Security Staff

Derus, Irene Gertrude, Inter-American Affairs, U.S. Mission to the Organization of American States

Digiulian, Suzanne M., Economic and Business Affairs

Filson, Sandra D., European Affairs

Fragomeni, Carmela, Office of Medical Services

Frayne, Sylvia J., Bureau of Personnel

Gashi, Maryann E., Office of the Legal Adviser

Giammo, James A., Office of the Secretary, Office of Ambassador-at-large

Gibbs, Joyce Denise, Passport Operations, Office of Program Support

Greene, Richard L., Office of the Comptroller, Office of Budget and Planning

Greene, Rodney P., Passport Office, Houston

Haratunian, Mourad William, Classification/Declassification Center

Hesse, Rayburn F., International Narcotics Matters

Irabi, Haifa, Foreign Service Institute

Ishee, Jeanette C., Allowances Staff

Juhans, Renee N., Information Systems Office

Keefer, Elizabeth J., Office of the Legal Adviser

Kenney, Beth T., Office of Communications

Kidrick, Angela, Consular Affairs, Visa Operations

Krizay, John, Classification/Declassification Center

Lakhdir, David K., Office of the Legal Adviser

Lee, Ivy Elizabeth, Diplomatic

Pouch and Courier Division
Logan, Alan, Classification/Declassification Center
Lydon, Barbara M., Passport Office, Boston
Maddrey, Lee A., Executive Secretariat
McBride, Kelley Angeline, Inter-American Affairs
McCarter, Mary Ann, Administrative and Clerical Pool
Orenstein, May S., Office of the Legal Adviser
Phillips, Pamela Denise, Passport Office, New Orleans
Plevin, Marilyn, Office of Facilities Management and Administrative Services, Library Services
Reeder, Leslie K., Inter-American Affairs
Robinson, Catherine A., Office of Communications
Schaefer, Edward W., Classification/Declassification Center
Shultz, George P., Office of the Secretary
Smalley, Robert M., Public Affairs
Thessin, James H., Office of the Assistant Legal Adviser, Politico-Military Affairs
Veney, Charlotte A., Passport Operations
Williams, Clinesta Maria, Passport Office, New Orleans
Willner, Carl, Office of the Legal Adviser
Wormser, Nina C., Office of Protocol

Reassignments

Billingsley, Tonyia D., Administrative and Clerical Pool to Oceans and International Environmental and Scientific Affairs, Office of Nuclear Energy Policy
Clark, Cookie, C., International Narcotics Matters to Bureau of Personnel
Edwards, Rebecca, Administrative and Clerical Pool to Bureau of Personnel, Board of Examiners for the Foreign Service
Elliott, Elizabeth J., Bureau of Personnel, Employment Division to Bureau of Administration
Foster, C. Lynn W., Office of Security to Bureau of Administration
Haass, Richard Nathan, Politico-Military Affairs to European Affairs
Leach, Dale E., Citizens Emergency Center to International Organization Affairs, Office of UN System Budgets
Lively, Elizabeth G., Inter-American Affairs to Foreign Service Institute
McLain, Kerstin J., Office of International Economic Policy to Office of UN Political and Multilateral Affairs
Melton, Jr., John E., Office of Position and Pay Management to Bureau of Personnel, Office of Associate Director, Civil Service
Peay, Thomas Michael, Office of the Assistant Legal Adviser for Treaty Affairs to Office of the Assistant Legal Adviser for Law Enforcement and Intelligence
Pridgen, Stephen, Foreign Affairs Information Management Center, Evening Shift to Foreign Affairs Information Management Center, Bindery Unit
Schilcher, Joan M., Politico-Military Affairs to European Affairs
Schmid, Patricia A., Office of Human Rights to European Affairs
Thompson, Joan E., Inter-American Affairs to Foreign Affairs Information Management Center
Tiller, John R., Office of the Secretary to International Organization Affairs, Office of Communications and UNESCO Affairs
Winstead, June A., Northern European Affairs to Bureau of Personnel, Retirement Division

Resignations

Billings, Christine E., Foreign Service Institute
Boyd, Glenda Burgess, Office of the Comptroller, Office of Budget and Planning
Brugger, Ellen, European Affairs
Burger, Norman M., Passport Office, Boston
Cahoon, Alicia N., International Narcotics Matters
Cham, Patricia, Passport Office, New York
Chao, Teresa Yun-Hui, Foreign Service Institute
Dalton, Richard F., Passport Office, New York
Dodge, Anthony, Passport Office, New York
Emory, Delsa L., Passport Office, Philadelphia
Flanagan, Edith B., Passport Office, Los Angeles
Flores, Leonila, Foreign Service Institute
Graham, Alaisha B. Saalim, Passport Office, Philadelphia
Green, Leigh K., Passport Office, Philadelphia
Haig, Jr., Alexander Meigs, Office of the Secretary
Halston, Thomas K., Passport Office, Chicago
Holmes, Marilyn Janet, Family Liaison Office
Hopkins, Victor H., Passport Operations, Office of Program Support
Hoye, Barbara Ann, Office of Communications
Kaslow, Marie A., Passport Office, Stamford
Kimura, Taeko, Foreign Service Institute
Lagpacan, Fe U., Passport Office, San Francisco
Lamothe, Michael F., Passport Office, New York
Leonard, Stephen P., Passport Office, Boston
Lew, Charlotte M., Passport Office, San Francisco
Linssen, Viviane, Foreign Service Institute
Liptak, Pearl L., Office of Medical Services
Loughran, Linda Anne, Passport Office, New York
Lydon, Barbara M., Passport Office, Boston
Mathews, Thomas D., Passport Office, Washington
Matthews, Robert L., Diplomatic Pouch and Courier Division
McDaniel, John R., Economic and Business Affairs
McFarlane, Robert C., Office of the Counselor
Peugeot, Lyn M., Passport Office, Miami
Somers, Margaret G., Inter-American Affairs, Office of Southern Cone Affairs
Stout, Patricia Ann, Office of Communications
Tarcov, Nathan S., Office of the Secretary, Policy Planning Staff
Tome, Barbara Masae, Passport Office, Honolulu
White, Jacqueline M., Passport Office, Chicago
Williamson, Frankie C., Passport Office, Los Angeles

Retirements

Bullock, John W., Office of the Comptroller, Reimbursement Division
Carroll, Jacqueline A., Passport Office, Washington
Hanna, Catherine B., Foreign Service Institute
Lloyd Jr., Fred D., Passport Operations
Saline, Olof Evert, Office of Security, New York Field Office
Scott, Edith M., Intelligence and Research, Office of Analysis for Africa ■

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Personnel: Foreign Service

At the second session of the 1982 Foreign Service selection boards, August 24, members are, first row, left to right: *Joyce Mallory, William Bischoff, Roger Robinson, William Callihan, Jean Gilbertson, Jan Carol Huthart, Sally Gober, Marvin Wolfe, Don Pierson, Gwen Petitjean, Althea Ginn, Jacquelyn Madry-Taylor, Arthur Corte, Edward Grunberg.* **Second row:** *Alfred Verrier, John Wolf, Wayne Logsdon, Helene O'Shaughnessy, Richard Williams, Susan Hopper, Perry Linder, Donald Mudd, Gina Barile, Ruth Camacho, Rosalind Marks, John Turner, Philip King, Dorothy Hecht, Warren Nixon, Brayton Redecker.* **(STATE has published a special supplement listing Senior Foreign Service promotions.)**

Appointments

Barnes, Thomas R., Office of Communications
Belt, Martha M., Nassau
Brown, Laurence G., Islamabad
Clopp, Noland A., Lagos
D'Angelo, Vanda, Vatican
Dougherty, Maria Lynn, Montevideo
Fain, Phillip, Office of Communications
Finneran, Richard, Office of Communications
Garcia, Lidya I., Mexico
Hobgood, Nicholas S., Port-Au-Prince
Hultslander, Sandra Maria, Guatemala
Larsen, Ronald A., Kinshasa
Lipcius, Kathi A., Port-Au-Prince
Martinez, Marisol, Mexico
Moon, Calistad, Caracas
Riccio, Kathryn M., Santo Domingo
Tabb, Evangelyn M., Caracas
Tiffany, Joy A., Kingston

Transfers

Andrzejewski, Gertrude A., Santiago to U.S. Mission to the Organization for Economic Cooperation and Development, Paris
Benton, Fannie L., Baghdad to Kuala Lumpur
Burke Jr., William J., Foreign Service Institute, Language Training to Sofia
Butler, Lawrence E., Foreign Service Institute, Language Training to Sofia
Byrnes, Paul J., St. Johns to International Organization Affairs, Office of Technical Specialized Agencies
Calisti, Calisto, Diplomatic Pouch and Courier Operations to Bangkok
Cheever Jr., Francis S., Bucharest to Bonn
Clapp, Priscilla, Training Complement to Tokyo
Cooper, William R., Foreign Service Institute, Language Training to Warsaw
Corry, Francis B., Foreign Service Instituto, Language Training to Bucharest
Crowling, Joseph V., East Asian and Pacific Affairs to Manila
Curley II, Albert, Alexandria to Canberra
Curry, Mary Louise, Riyadh to Madrid
Daharb, Darryl D., Kuwait to Tokyo
Daly, Kathleen M., Foreign Service Institute, Language Training to Bern
Darbyshire, Ann E., Soviet Affairs to Tokyo
Delph, Norma J., Mexico to Lisbon
Dorris, C. Eugene, Rangoon to Beijing
Dragone, Robert J., East Asian and Pacific Affairs to Jakarta
Duffy, Patricia J., Beijing to Bern
Edgar, William H., Foreign Service Institute, Language Training to Bonn
Eubank, Jane C., Hong Kong to Manila
Feigenberg, Mitchell H., Kingston to Economic and Business Affairs
Ferguson, Jack E., Budapest to Oslo
Fitzpatrick, Mark T., Seoul to Tokyo
Frank, W. Douglas, Congressional Relations to Bonn
Geis III, Stephen Michael, Belgrade to Northern European Affairs
Gillett, Janet, East Asian and Pacific Affairs, Office of Regional Affairs to Vienna
Gonzales, Alfred, Foreign Service Institute, Language Training to Guangzhou
Green Jr., Theodore S., Manila to Rangoon
Greenwald, G. Jonathan, Foreign Service Institute, Language Training to Budapest
Halmo, James L., Foreign Service Institute, Language Training to Warsaw
Hanrehan, Arthur D., U.S.

Transfer Tremors .... ***by ebp***

I was almost transferred to ROME, but when I took my predeparture physical at the hospITAL You wouldn't believe what they found wrong.

I was almost transferred to PANAMA, but I preferred JaPAN. A MAjor assignment I wanted for a career advancement.

I was almost transferred to ACCRA, but the decision to go or not to go was rouGH AN' Another overseas assignment really wasn't what I wanted.

Mission to Geneva to Manila
Harris, Aldine, Office of Communications to Manila
Hauser, Fern E., Panama to Warsaw
Hill, Kenneth J., Office of Security, Dignitary Protection to Bonn
Holm, Donald K., Inter-American Affairs, Office of Regional Economic Policy to Amsterdam
Huddle Jr., Franklin, Foreign Service Institute, Language Training to Bangkok
Kamba, Lawrence F., Rabat to Seoul
Kirkpatrick, Alexander T., Tel Aviv to Dhahran
Kish, Stephen Charles, Moscow to European Affairs, Office of Security and Political Affairs
Kleiman, Joel, Frankfurt to Beijing
Kopperman, Diane J., Jakarta to Belgrade
Kosh, Jo Anne, Bissau to Jakarta
Kozak, Larry Joseph, Medan to Jakarta
Lake, Joseph Edward, Foreign Service Institute, Language Training to Sofia
Landau, George W., Inter-American Affairs to Caracas
Lane, Gordon H., Bern to Manila
Lapiana, Joseph A., European Affairs to Rome
Lauterbach, Steven Mark, Lyon to Paris
Lecuona, Richard M., European Affairs to Madrid
Lee, Joseph E., Caracas to Manila
Leon, Camilo E., Ciudad Juarez to Seoul
Lynn, Stuart Richard, Dar-es-Salaam to Economic and Business Affairs, Office of Investment Affairs
MacCallum, Robert A., East Asian and Pacific Affairs to Manila
Miasto, John F., Manila to Office of Philippine Affairs
Manderscheid, Gerald E., African Affairs to Seoul
McCaffrey, Michael T., New Delhi to Tokyo
Merron, Harry C., Seoul to Dublin
Montgomery, Robert J., Ontario to Canadian Affairs
Morford, Richard A., Jakarta to Regional Language School, Yokohama
Muehlke Jr., John G. H., Turkey to Udorn
Musser, Maclyn H., Foreign Service Institute, Language Training to Moscow
Nee, Coleman J., Canada to Nairobi
Nesberg, Rosil A., Nairobi to Mexico
Parker, Andrew Charles, Training Complement to Port-au-Price
Pierce, James A., Tokyo to Regional Language School, Yokohama
Ray Jr., Paul V., Foreign Service Institute, Language Training to Seoul
Rimas, Algirdas J., Commerce Department to Reykjavik
Rouse, Henry T., Jakarta to Manila
Ryan, Douglas P., Training Complement to Economic and Business Affairs
Sandels, John M., East Asian and Pacific Affairs to Bangkok
Scheel, Allen F., Office of Security, Investigations Division to Prague
Schlenker, Thomas A., Manila to Budapest
Schoettle, Peter G., Foreign Service Institute, Language Training to Warsaw
Sheridan, Betty A., Managua to London
Smith, Sandra Ruth, Mexico to Lome
Solleder, Gabrielle M., Tijuana to Madrid
Spradley, E. Webb, St. Johns to Tokyo
Steele, Thomas A., Mexico to Fukuoka
Swicker, George S., Kuala Lumpur to Tokyo
Tyson, Donald Royal, Foreign Service Institute, Language Training to Belgrade
Veasey, Marjorie E., Casablanca to Fort-de-France
Verschuur, Jan B., Ottawa to Economic and Business Affairs, Office of Commercial Affairs
Vomocil, Terry P., East Asian and Pacific Affairs to Rangoon
Voorhies, Frank M., Manila to Seoul
Washington, Lonnie G., Maseru to Bonn
Weinland, Helen, Foreign Service Institute, Language Training to Prague
Widess, Karen Ann, Haiti to Inter-American Affairs
Wiedemann, Kent M., Beijing to Shanghai
Williams, Sandra L., Port Louis to Vienna
Wolf, Ira, Port Moresby to Regional Language School, Yokohama
Yauchuczek, George S., Vienna to Reykjavik
Zuraw, Thomas J., Munich to Port Moresby

DAMASCUS, Syria—*Martha Hill*, community liaison officer, receives Meritorious Honor Award from Ambassador *Robert P. Paganelli*.

Resignations

Desmond, Cynthia M., Panama
Diaz, Rebecca T., Monrovia
Fouche, Robert M., U.S. Sinai Field Mission
Greenwood, Barbara S., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Halter, John David, Office of Communications
Jacks, Karen R., Northern European Affairs
Kennedy, Loretta, Zimbabwe
Knauf, Barry S., U.S. Sinai Support Mission
Kolar, Patricia M., Economic and Business Affairs, Special Trade Activities and Commercial Treaties Division
Leclair, Nancy, Lubumbashi
Lupo, Patricia A., Manila
Nall, David Alan, Inter-American Affairs
Petras, Ross, Jidda
Schaeffer, John M., Cairo
Stanger, Jill L., European Affairs
Tatum, Richard D., Office of Security
Tom, Lucy Christina, Bucharest
Wallen Jr., James, U.S. Sinai Support Mission

Retirements

Anderson, Earle E., Foreign Buildings Office
Bates, Larry E., Cairo
Bloomfield, Richard J., Lisbon
Dickey, Colette T., Tokyo
Durfey, Frank D., Pretoria
Foote, Rachel C., Bonn
Harris, Kenneth O., East Asian and Pacific Affairs
Haynes, Alfred O., Bureau of Administration
Kovach, Eugene G., Oceans and International Environmental and Scientific Affairs
Lindsey, Marjorie E., Bureau of Personnel
Lovett, Frances M., Beijing
Lowenstein, James G., European Affairs
McClintock, David W., Oceans and International Environmental and Scientific Affairs
Norbury, Joseph B., Arms Control and Disarmament Agency
Ready, Francis X., Office of the Inspector General
Sheldon, Lois E., Refugee Programs
Wilcoxen, Frances L., Manila □

Foreign Service Nominations

The Senate has confirmed the following nominations:

Appointment as career members of the Senior Foreign Service, class of minister-counselor, consular officers and secretaries

Michael Hayden Armacost
Reginald Bartholomew
Charles E. Brodine, M.D.
Lawrence E. Finch
John C. Fry
Jerome H. Kahan
Francis J. Seidner

Appointment as career member of the Senior Foreign Service, class of counselor

Frank A. Sieverts

Appointment as career members of the Senior Foreign Service, class of counselor, consular officers and secretaries

John A. Burroughs
Morris Dempson Busby
Bruce Wormley Clark
Paul F. Eggertsen, M.D.
Anthony M. Kern
Roy T. Pearson, M.D.
Elmore Francis Rigamer, M.D.
Gerald Sylvin Rose
George F. Sherman

Appointment as FSO-3, consular officers and secretaries

Marietta N. Barbier
Lincoln Benedicto
Barbara Jean Bowie
Jean Davis Bradford
Kathleen M. Cayer
John Daniel Fernandez
Walter Greenfield
Leonard J. Lange
Maria Luisa Otero
Celio Francisco Sandate
Maria Alexandra G. Sundquist
Nancy G. Vancon

Appointment as FSO-4, consular officers and secretaries

Naim Ahmed
Edward M. Alford
James Joseph Barnes
Elizabeth Barnett
John K. Bauman
Scott D. Bellard
Shelley Elise Berlin
Donald Edgar Braum
Linda M. Brown
Marvin S. Brown
Peter C. Bruce
Jay L. Bruns III
Cynthia R. Bunton
Jill Farrelly Byrnes
Dennis Franklin Carter
Guyle E. Cavin
Judy W. Cohen
Donald J. Cooke
Philip Stanhope Sheffield Covington
William Holmer Crane Jr.
Clark H. Crook-Castan
Frances R. Culpepper
David S. DeCrane
Kenneth James Dillon
Robert Emmett Downey
Kenneth Alan Duncan
William A. Eaton
Mark T. Fitzpatrick
Michael Paul Fleischer
Zandra I. Flemister
Robert C. Friel
Laura K. Greulich
Ronald Allan Harms
James Thomas Heg
Colin S. Helmer
Douglas C. Hengel
John E. Herbst
Leslie Robert Hickman
William Holway Hill II
Emily Hodges
J. Anthony Holmes
Eric Kurt James
Cassius Clay Johnson
Richard Garon Johnson
Alan Robert Kellogg
Alexander T. Kirkpatrick
Thomas Charles Krajeski
Alan Bryan Cedrick Latimer
Steven Mark Lauterbach
Jerry W. Leach
Richard Burdette LeBaron
Elliot R. Lief
Patricia L. McArdle-Fendrick
C. Steven McGann
William J. McGlynn Jr.
Michael Andrew Meigs
Louis Steven Menyhert
Joseph J. Merante
Lawrence S. Mondschein
Olga Murphy
Alan David Oslick
James A. Paige
Sarah See Pitts
Jon R. Purnell
Evans Joseph Robert Revere
John Robert Riddle
David M. Shapiro
Charles Bronson Skinner
Sandra Ruth Smith
Carolyn Smith Spillane
Gregory Brian Sprow
J. Bradley Swanson
Ann Sanborn Syrett
Teddy B. Taylor
David J. Thacher
Bruce Edwin Thomas
Mary Jane Thomas
Eugene P. Tuttle
Steven J. Valdez
Frederick John Vogel
Stephen Gerald Wesche
Royal Michael Wharton
James L. Williams
Langdon Phillips Williams Jr.
Nicholas M. Williams
Stephen Bryan Williams
James G. Williard
Ross Lee Wilson
Thomas Stephen Windmuller

Lively reading from the Bureau Notes section

A Department officer who should have a few stories to tell is Richard Imus, chief of the Textiles Division in the Bureau of Economic and Business Affairs, who, from September 23 to 25, as reported on Page 58 of this issue, "attended the annual convention of the American Yarn Spinners Association in Sea Island, Ga."

Editor's aside to Mr. Imus: Whenever you're ready to write, State magazine wants the scoop, o.k.?

KHARTOUM, Sudan—Ambassador *C. William Kontos*, right, presents Meritorious Honor Award to *Sylvester Satcher*, his secretary.

Members of the Foreign Service of the Departments of State and Commerce to be consular officers and/or secretaries

Consular officers and secretaries

Donald D. Arabian
Abelardo A. Arias
Timothy A. Arnts
George W. Baker
Brant G. Bassett
Eric D. Benjaminson
John D. Bennett
Kathleen K. Benson
Desiree Camille Blackwell
Franz W. Boenig
Rudolph Frederick Boone
William G. Bosch
Donald E. Bowman
Miriam F. Bratton
David D. Campbell
Marc Daly Carlisle
Robert D. Culver
Linda Derparseghian
Thomas F. Farr
Karen B. Foley
Gary Dale Garcia
James G. Gillespie
David A. Gutschmit
Bradford E. Hanson
Wayne F. Haynes
Michael D. Hebert
Carolyn Huggins
Elizabeth A. Jervis
Nancy E. Johnson
Rodney J. Johnson
Edward S. Jones
Christopher Kauth
David J. Keegan
Thomas P. Keogh
Katharine Elsue Koch
Robert E. Kragie Jr.
Janet L. Lasko
David Lonnquest
William J. Lynch
Michael P. Macary
John L. Mack
Gerald M. Marks
Robert Barry Murphy
Atim Eneida Ogunba
Richard Gustave Olson Jr.
Rosemary D. O'Neill
Edmée Hawkes Pastore
Michael S. Paulson Jr.
Kenneth John Pitterle
C. Paul Plumb Jr.
Charles Aaron Ray
Theorphilus James Rose
Carol S. Ross
Carol L. Rudman
John M. Salazar
Richard E. Santos
David Bruce Shear
Ernest M. Troth
Jay D. Wakamatsu
Michael F. Walker
Mary Ellen Waller
Paul G. Wickberg
Terrence L. Williams
Robert Cantrell Wood
Teresa C. Wyman
Joseph Dean Yap
Thomas Michael Young

Consular officers

William E. Belk
Jeanette Porpora

Secretaries

John Phillips Boright
Michael P. W. Stone
E. William Tatge ■

MATAMOROS, Mexico—At awards ceremony, acting principal officer *Paul Solomon* presents Superior Performance Award. From left: *Coty Gómez de Madrazo, Christopher W. Dell, Margarita Jauregui,* Mr. Solomon, *Patricia Salinas, Efigenia Jauregui, Carlos J. Rodriguez, Luis Castorena, Emma Guzman.* L. Wayne Griffith and Peter C. Bruce were not present.

You can't keep bonus flight coupons

A Department Notice of September 15 advised travelers on official business that all rights to bonus flights, reduced fare coupons or similar gratuities obtained as the result of performing official travel, must accrue to the Government, not to the individual performing the travel.

The U.S. comptroller general has ruled, the notice said, that employees may not retain any half-fare coupons, bonus points or similar items of value received from a commercial air carrier on the basis of the purchase of an airline ticket to be used for official travel. They are obligated to account for any gifts, gratuities or other benefits received from a private source incident to the performance of official duty. Also, the notice said, when airline passenger service is required between cities for which contract air fare exists, the availability of noncontract airline promotional fare or bonus plans is not justification for avoiding the use of the contract airline discount fares. ☐

PANAMA—*Olga de Rovira*, national employee, is awarded Meritorious Honor Award and meritorious step increase for her performance in the federal benefits unit. From left: deputy chief of mission *Melville E. Blake Jr.*, husband *Luis Rovira*, Ambassador *Ambler H. Moss Jr.*

Bureau Notes

Secretary's Office

SECRETARY SHULTZ traveled to New York to address United Jewish Appeal leaders at a September 12 dinner. Accompanying him were MRS. SHULTZ; RAYMOND SEITZ, executive assistant to the Secretary; E. ANTHONY WAYNE, special assistant to the Secretary; JOYCE NESMITH, staff assistant to the Secretary; RICHARD FAIRBANKS, special adviser to the Secretary; GEORGE TWOHIE, executive director, Executive Secretariat; LAURIE JOHNSTON and JUDITH FERGIN, staff officers, Executive Secretariat; and LINDA LEYBLE, BETSY NEIL and SHARON OHTA, secretaries, Executive Secretariat. ☐

UNDER SECRETARY FOR POLITICAL AFFAIRS

WILLIAM MONTGOMERY has joined the staff of the under secretary as executive assistant, replacing THOMAS PRICE, who has taken up his duties as deputy chief of mission, Embassy Valletta . . . MARK PALMER, deputy to the under secretary, has left to assume his duties as deputy assistant secretary in the Europe bureau. He has been replaced by Ambassador GERALD HELMAN . . . TRACY FRAZIER has joined the secretarial staff. ☐

UNDER SECRETARY FOR ECONOMIC AFFAIRS

Under Secretary-designate W. ALLEN WALLIS attended the annual meetings of the International Monetary Fund and the International Bank for Reconstruction and Development, and related meetings, in Toronto, September 3–7. He was accompanied by his special assistant, MARSHALL CASSE. ☐

Administration

OFFICE OF COMMUNICATIONS

Effective August 9, JEAN A. GILBERTSON assumed duties as director of human resource planning for the Office of Communications . . . DAVID BORTER has been assigned as regional communications programs officer for the inter-American area and Canada. After September 20, Mr. Borter, who was operations officer for Europe, will be based at Embassy Mexico . . . JOSEPH DEVLIN, former communications programs officer at Embassy Lisbon, has joined the Networks Staff . . . New arrivals in the Planning and Engineering Division are JOANNE B. MARX, from Bangkok, and WILLIAM A. FITZPATRICK, from Montevideo . . . EARL PENN, recently returned from London, assumed new duties as operations branch chief in the Training Division. He replaces ROBERT ROBINSON, who is transferring to Paris as communications rover for Europe . . . ROBERT WALKER is another recent arrival.

The following were in the office on consultation recently: RAY SILVA, Warsaw; PETER MONTI, Lahore; RICHARD STOCKMAN, Riyadh; CHARLES CHESTEEN, Bonn; WALTER MYERS, Bombay; KEITH CHRISTIE, Cairo; ROBERT REED, Stuttgart; STANLEY LEWIS, Monrovia; HOWARD CHARLES, Tunis; EARL PENN, Training Division; CHARLES REYNOLDS, London; RAY MINNICK, Lima; GARY KELLY, Cairo; WILL DARGIN, Geneva; MURRELL McCUMBER, Cairo; WILLIAM HEADRICK, Bonn; WILLIAM FITZPATRICK, Planning and Engineering Division; ULYSESE JEFFERSON, Bonn; CHARLES TULLIUS, Bangkok; DOUGLAS RABIE, Bangkok; and CHARLES HALL, DAVID KELLOG and CHARLES WOODS, Maintenance and Logistics Division.

The following completed courses in the Training Division: JOHN B. DAVIS, Paris; ZACKRA JO FARNSWORTH, Lusaka; ARTHUR MERCIEL, Paris; EVELYN ANDERSON, Zagreb; GLADYS CHUN, Calgary; VIRGINIA CRAWFORD, Abu Dhabi; HELEN LAWING, Addis Ababa; AMY LINDSEY, Vancouver; STUART SPOEDE, Ciudad Juarez; EDWARD TORRE, Recife; CAROL ELMORE, Milan; MARK HOBBS, Pouch and Mail Division; EILEEN MALLOY, Calgary; CECILY WILSON, Ndjamena; ELOUISE WITHERS, Mombasa; ROBERT BLAKE, Information Systems Office; GRELL BUSHELLE, Lusaka; ROBERT LACOCK, Bangui; ROBERT ROBINSON, communications rover for Europe; DONALD SPIKER, Manama; VICTOR MAFFEI, Jidda; PETER MONTI, Lahore; LEO CYR, Vienna; RICHARD STOCKMAN, Riyadh; CALVIN KEARNEY, Communications Center Division; MANUEL CUADRADO, Kigali; PAUL EICKMAN, Karachi; WALTER JOHNSON, Ottawa; JOSEPH LOPEZ, Cairo; ALBERT MILLER, Ankara; MICHAEL SOARES, Kinshasa; GEORGE STURGEON, NATO, Brussels; and STEPHEN HELLIN, Singapore. ☐

FOREIGN BUILDINGS OFFICE

Front Office: Deputy assistant secretary WILLIAM SLAYTON, accompanied by area officer L. BENJAMIN SARGENT and REX HELLMANN of the Architectural Branch, visited Moscow to review the ongoing construction of the U.S. Embassy compound. Floor-plan layouts were developed for the fourth through seventh floors of the embassy office building, and the plans were approved by the post . . . After departing Moscow, Mr. Slayton was joined by area officer PAT DiTANNA. Together, they visited U.S. posts in Stockholm, Oslo, Copenhagen, Amsterdam, the Hague, Rotterdam, Brussels, Paris, Lyon, Madrid and Lisbon, to review U.S. properties and to hold consultations with officials at the posts . . . MIKE GAVIN entered on duty as special assistant to the deputy assistant secretary. NINA WATERS, secretary to the deputy assistant secretary, has been reassigned under the Upward Mobility Program to the Office of Supply, Trans-

MOSCOW—At the new office building construction site, a "topping off" ceremony takes place to celebrate completion of the building's structural frame, up to its highest point. From left are interpreter *Morris E. Jacobs*, Ambassador *Arthur A. Hartman*, Soviet Ambassador *V.I. Startsev*, and *I.M. Boltovskiy*, chief of central administration for capital construction.

ISLAMABAD, Pakistan—Front view of the newly-completed ambassador's residence. *(Foreign Buildings Office photo)*

portation and Procurement.

Buildings Design Branch: In cooperation with the Medical Division, a program was started to analyze selected samples of water for lead content. Samples will be taken from all posts reporting residences with lead pipes . . . JAMES SCHOONOVER and HARRY MARINOS were to visit Tokyo in mid-September to inspect the 176-unit apartment building under construction. Mr. Marinos also worked with the Kelly Electrical Construction Co., which is remodeling the electrical system at the consulate in Naples, to eliminate fire and safety hazards . . . J. REID HERLIHY was part of the team that traveled to Saudi Arabia to present the final design, to Ambassador RICHARD W. MURPHY and Saudi diplomatic quarter officials, of the new chancery complex and housing project . . . ROBERT GARDNER forwarded the construction documents, for the renovation of the Athens consular section, to the embassy. The documents incorporate open-space planning similar to that used in the London consular section renovation . . . CARL PETCHIK, CLAUDIA RUSSELL, DAN CROWLEY and JOE WHITE formed the negotiation team which visited contractor WILSON SAVAGE to negotiate a contract for reconstruction of the fire-damaged chancery in Lagos. The final contract was signed on August 25 . . . Final approval was given for the design and construction of a new AID office building in Niamey. The building will be located in the embassy compound, next to the chancery . . . Drawings for the renovation of the communications center in the Embassy in Mexico City were completed; bids will now be solicited . . . Foreign Buildings Office representatives of a security enhancement team visited Bangkok, August 12–September 3, to review the U.S. chancery and its annexes. The purpose was to identify security problems and make recommendations to resolve them. Final drawings for security enhancement work were sent to posts in Damascus, Istanbul and Tegucigalpa, during the month . . . Assistant area branch chief CLAUDIA RUSSELL resigned to obtain graduate university training.

Construction and Maintenance Division: The division was reviewing bids for the chancery construction in Cairo. Contracts were awarded for construction of 22 units of new staff housing, and reconstruction of the chancery, both in Lagos.

Interior Design and Furnishings Branch: Interior designer VIVIEN WOOFTER visited Rome and New York to investigate sources for the refurnishing of the ambassador's residence in Rome . . . ELISE SCHOLAR has completed the selection of furnishings for the new ambassador's residence in Antigua . . . SUSAN MEYER is furnishing the new staff apartments and Marine security guard quarters in Manila. The furnishings will coordinate items from U.S. sources with pieces located during a recent trip to Manila. She is also selecting sets of furniture for new staff housing in Beijing . . . MAUREEN MURPHY returned from a trip to Madrid and Bucharest, where she examined furniture needs at those posts . . . SUSAN McQUEEN visited the offices of architect DAVIS BRODY in New York, where she approved final selections of furniture for the new staff housing in Hong Kong.

Operations: Latin American area officers briefed F. ROBERT WARNE, the new deputy chief of mission in Kingston; MRS. WILLIAM A. HEWITT, wife of the ambassador-designate to Jamaica; and CLARKE ALLARD, the regional budget and management officer assigned to Bridgetown . . . Near Eastern and Asia area officer KEITH M. GWYN and contracts specialist LINDA SHENWICK held negotiations concerning the purchase of a Marine security guard residence in Karachi . . . Assistant area officer RICHARD V. DAVIS accompanied members of the firm of Caudill Rowlett Scott, architects, to Jidda and Riyadh for presentation of the Riyadh housing design to post officials and Saudi diplomatic quarter officials . . . JOHN HOLLINGSWORTH, Africa area officer, and LOUIS PRUITT, liaison officer to other agencies, entered on duty . . . CLARENCE ALSPAUGH, former liaison officer, was reassigned to Hong Kong . . . MICHAEL ADAMS, East Asia area officer, was reassigned to the executive office in the East Asia bureau . . . LINDA HAMILTON was reassigned to the American republics area bureau.

Executive Office: RICHARD FOX, budget officer, and EDWARD PAUKERT, executive officer, entered on duty . . . EARL ANDERSON, budget analyst, retired. □

OFFICE OF SECURITY

On July 28 and 29 special agent JAMES PRIETSCH and Captain BETH SALAMANCA attended a two-day course on terrorist weapons, at the Aberdeen Proving Grounds in Maryland. From August 9–13, special agent JERRY DESALVO attended a Defense Industrial Security Institute course in Richmond, Va. STEVEN COX attended a white-collar crime seminar at the Federal Law Enforcement Training Center, Glynco, Ga. In August, the Education and Training Staff sponsored a security officer in-service course which was attended by 16 officers.

LOUIS MIZELL of the Threat Analysis Group gave a presentation on issues related to domestic and international terrorism, to FBI officials and representatives of 60 police departments from around the world, August 27, at the FBI Academy, Quantico, Va. On August 13, DENNIS PLUCHINSKY spoke to the Foreign Service Institute's Western European area studies class, on terrorism in western Europe. He also received a Meritorious Honor Award for his performance on the working group formed when Brigadier General JAMES DOZIER was kidnapped by Red Brigade terrorists in Italy, last December.

The General Investigations Branch of the Division of Investigations welcomed HENRY JENKINS to its staff. Mr. Jenkins had served in the Chicago Field Office and on the Secretary's Detail. DAVID AKERMAN attended the white-collar crime seminar at the Federal Law Enforcement Training Center, Glynco, Ga.

Four employees of the Chicago Field Office were married in three separate ceremonies this summer. Assistant special-agent-in-charge ROBERT FRANKS married the former DEBRA GRAU; special agent DAVID KARVONEN married the former SUSAN DEVLING; and special agent WILLIAM MAHER married DIANE NEKOLIZCAK, a secretary in the office. In addition, SANDY WITTER, wife of special agent BRUCE WITTER, gave birth to a baby boy, JOSEPH,

PRETORIA, South Africa—Deputy chief of mission *Walter E. Stadtler*, right, presents Meritorious Honor Award to *Frank D. Durfey*, regional security officer.

on August 25.

On August 6, BERNIE DOUGHERTY and JOE DELANEY of the Washington Field Office attended the monthly Metropolitan Area Fraud Investigators Association meeting, at the Fairfax County Police Department, as representatives of the Department. □

LANGUAGE SERVICES DIVISION

Russian specialists DIMITRI ARENSBURGER and LORALYN ANDERSEN-PETRIE returned to Geneva, September 14, for the Standing Consultative Commission Talks. STEPHANIE VAN REIGERSBERG and CAROL WOLTER interpreted for the Advisory Group on Aviation Research and Development national delegates board conference, September 15–16. On August 20 verbatim reporters MARIE TAYLOR and FERD KUYATT covered SECRETARY SHULTZ's first press conference. □

African Affairs

Assistant Secretary CHESTER A. CROCKER spoke in Dallas to members of the National Business League, September 17 . . . LARRY WILLIAMSON, director of the Office of Inter-African Affairs, briefed officers of the Army War College on U.S.-Africa relations, in the Department, September 15 . . . Bureau chiefs of missions and permanent chargés met in Washington, September 6–10, for policy consultations with Mr. Crocker, other ranking Department officials and representatives of key foreign affairs agencies. The chiefs of mission also met September 9 in a roundtable discussion with local journalists to discuss keeping the public informed about U.S. policy in Africa. The meeting was sponsored by Georgetown's Center for Strategic and International Studies. □

Consular Affairs

Assistant Secretary DIEGO C. ASENCIO addressed the Partners of the Americas Conference luncheon in Melbourne, Fla., July 23. He taped a radio interview on WMEL, Melbourne, and was interviewed by the Orlando Sentinel-Star. On August 13 he participated on a panel entitled "Immigration: The Problems Faced by the State Department," at the American GI Forum convention in Salt Lake City, Ut. On August 12–13 he was interviewed by the Deseret News and the Salt Lake City Tribune. On August 25, he was interviewed by the Newark Star-Ledger on the immigration bill. On September 9, Mr. Asencio presented awards at the second annual bureau awards ceremony, in the Dean Acheson Auditorium. On September 14–15, he gave a presentation on "Terrorism: A Hostage View from the Inside," at the American Society for Industrial Security in Atlanta, Ga., and was interviewed by the Atlanta Constitution. On September 15–16, Mr. Asencio met with the Council on Foreign Relations and was interviewed by Newsweek on immigration.

On August 16, SECRETARY SHULTZ paid the bureau a courtesy call. He was given a policy briefing by Mr. Asencio and senior bureau officers in Mr. Asencio's office. This was followed by a session with a cross-section of 35 Consular Affairs employees, where the Secretary emphasized the bureau's role as the public service arm of the Department.

LUSAKA, Zambia—At awards ceremony, from left: *John W. Blaney, Norman R. McKone, Ester E. Kilimboyi*, charge d'affaires *Wesley W. Egan Jr., Eunice Sandema, Patrick J. Kelley*.

CONSULAR AFFAIRS—Regional directors of the Department's 13 passport agencies attend workshop, August 2–6. Seated: ***Beatrice Mite*, Stamford; *'Gene Burke*, Los Angeles; *Jamiss Sebert*, Miami; *Columbus Geer*, Washington; *Edward Hart*, Seattle; *Georgia Rogers*, Philadelphia. Standing: *Vivian Ferrin*, associate director, Passport Services; *Ben Jones*, San Francisco; deputy assistant secretary *Robert E. Fritts; Eugene Briggs*, New Orleans; *William A. Wharton*, director, Office of Citizenship Appeals and Legal Assistance; deputy assistant secretary *Donald J. Blevins; John M. Hotchner*, director, Office of Program Support; Assistant Secretary *Diego Asencio; Elmo Poole*, Chicago; *E.L. Damron*, Honolulu; *Murrow Morris*, Boston; *Sylvester Jackson*, Houston; *Helen Strauchen*, New York. *(Photo by David Humphrey, Visual Services)***

ROBERT E. FRITTS, senior deputy assistant secretary, addressed 1982–83 diplomats-in-residence on U.S. immigration and refugee policy, August 19, in the Department ... On September 10, SHARON PALMER-ROYSTON, Office of Citizenship, Appeals and Legal Assistance, and MONICA GAW, Citizens Consular Services, spoke at the first National Conference in Interstate Child Custody and Parental Kidnapping Cases, in Crystal City, Va. The conference was sponsored by the Child Custody Project and the Family Law Section of the American Bar Association. DONNA WATERS and ELIZABETH SOYSTER, Citizens Consular Services, also participated in discussions on international child abduction problems, with representatives from the United Kingdom, France and several U.S. states ... ALICE RITCHIE, Evaluation and Standards Division, presented the passport fraud segment of the anti-fraud conference held September 7–9 in Bridgetown, Barbados.

Regional directors of the 13 U.S. passport agencies met in a workshop, August 2–6, to discuss plans for fiscal year 1983, including budgeting and training of personnel in automation, development of present personnel resources and implementation of the new travel document issuance system in Miami, Houston and San Francisco. The workshop was opened and closed by Mr. Asencio and Mr. Fritts. Discussions with the regional directors and bureau management were presided over by deputy assistant secretary J. DONALD BLEVINS and associate director VIVIAN FERRIN. Attending were regional directors ELMO POOLE, Chicago; E.L. DAMRON, Honolulu; SYLVESTER JACKSON, Houston; 'GENE BURKE, Los Angeles; JAMISS SEBERT, Miami; EUGENE BRIGGS, New Orleans; HELEN STRAUCHEN (acting), New York; GEORGIA ROGERS, Philadephia; BEN JONES, San Francisco; EDWARD HART, Seattle; BEATRICE MITE, Stamford; and COLUMBUS GEER (acting), Washington. The under secretary for management, RICHARD T. KENNEDY, discussed Department goals during the final session of the workshop.

CARMEN A. DiPLACIDO, director of Citizens Consular Services, traveled to Brussels to participate in negotiation of a protecting power agreement under which Belgium will care for U.S. interests in Libya ... JOANNE MOOT, post liaison division, traveled to Africa, September 10–24, for the consular workshop in Nairobi, and to review visa operations in Monrovia, Bamako and Dakar ... JOHN MILLER, post liaison division, traveled to Havana, San Jose and Belize for visa management consultations, August 21–September 1 ... JAY RINI, chief of the Africa Division of Citizens Consular Services, participated in U.S. Office of Personnel Management course on management development, at Oak Ridge, Tenn. . . LULA ELLIS took word processing training.

New and reassigned employees in the bureau include DAVID A. TREVOR, General Services Branch; JAMES CROWLEY, Regulations and Legislation Division; and ELIZABETH EDWARDS, Written Inquiries Division. JOSETTE HUDSON-ZIEGLER has become chief of the Financial, Medical and Death Services Division, Citizens Emergency Center. PAMELA SMITH has joined the Citizens Emergency Center as a secretary in the same division. MICHELE TRUITT is attending the 10-month executive seminar at the Foreign Service Institute. LYNN M. PETERSON has been named acting director of the Office of Special Operations in her absence. GAMETTA PERRY has transferred to the Foreign Service Institute. TIMOTHY DUNN and MARYANNE MASTERSON have resigned. ☐

East Asian and Pacific Affairs

Assistant Secretary JOHN HOLDRIDGE appeared before the Senate Foreign Relations Committee, to discuss the recent U.S./China joint communique, on August 17. On August 18, he appeared before the House Foreign Affairs Committee on the same subject.

Deputy assistant secretary DANIEL A. O'DONOHUE participated in a conference on Thailand co-sponsored by the Fletcher School of Law and Diplomacy and the Asia Society, October 1–2 . . . Deputy assistant secretary THOMAS P. SHOESMITH traveled to Knoxville, Tenn., August 3, to attend the People's Republic of China Day festivites at the World's Fair. On August 16, he briefed members of the American Council of Young Political Leaders, before they departed for a trip to the People's Republic of China. On August 25 Mr. Shoesmith spoke about East Asian policy matters to the new students beginning East Asian studies. From August 30–31, Mr. Shoesmith attended meetings in Honolulu on the U.S./Japan security subcommittee consultations. He led the Department delegation, which included the Office of Japanese Affairs director, ALBERT L. SELIGMANN, and Japan desk political-military officer DAVID WALKER.

Deputy director WILLIAM BREER and other members of the Office of Korean Affairs participated in a July 24–25 conference on northeast Asia, sponsored by the Center for Strategic and International Studies.

In the Office of Chinese Affairs, JEROME C. OGDEN, consul general from Guangzhou, was in Washington on consultations at the end of August. CHARLES W. FREEMAN JR., deputy chief of mission in Beijing, was in Washington on consultations, September 8–10. JOHN J. TAYLOR, political counselor in Beijing, was in Washington on consultations, September 8–10. LORRAINE TAKAHASHI, economic officer, participated in the civil aviation negotiations in Beijing in August, then traveled on consultations to Shanghai, Guangzhou and Hong Kong. DEAN WEALTY, of the Bureau of Intelligence and Research, joined the political section in the Office of Chinese Affairs on August 13. SHELDON KREBS, who was stationed in Bangkok, joined the political section on September 9.

In the Office of the Executive Director, executive director KENNETH O. HARRIS and general services officer WILBERT SMITH retired, both after more than 35 years of service. □

Economic and Business Affairs

Personnel of the bureau and guests from throughout the Government, including SECRETARY SCHULTZ, gathered August 25 in the bureau's conference room for a farewell to ROBERT HORMATS, who resigned as assistant secretary. To succeed him, the President has nominated RICHARD T. McCORMACK. Mr. McCormack formerly served as consultant for international economics at the Department and as legislative assistant to Senator JESSE HELMS (R.-N.C.).

Ambassador CHARLES F. MEISSNER participated in the executive seminar in Aspen, Colo., August 15–28 . . . PAUL BALABANIS, director of the Planning and Economic Analysis Staff, attended the executive leadership and management course at the Federal Executive Institute, Charlottesville, Va., July 12–20 . . . RICHARD IMUS, chief of the Textiles Division, participated in bilateral textile negotiations in Beijing, Manila and Jakarta, August 11–25. From September 23–25, he attended the annual convention of the American Yarn Spinners Association in Sea Island, Ga. . . . FREDERICK H. GERLACH arrived from Riyadh to take up his duties as deputy director of the Office of Energy Producer-Country Affairs . . . JAMES L. GORMAN reported from Mexico City to the Office of International Communications Policy . . . MARGARET DEAN has joined the staff of the Office of Development Finance. □

European Affairs

Assistant Secretary designate RICHARD R. BURT met with Danish Foreign Minister KJELD OLESEN, August 17. Mr. Olesen is chairman of the Council of Ministers of the European Community, and his trip to Washington was primarily in that capacity. On August 30, Mr. Burt received Ambassador ROLAND DE KERGORLAY, head of the delegation to the Commission of European Communities to the United States, for his farewell call. On September 7, Mr. Burt attended a luncheon with the permanent joint representatives to the European Community from Italy, France and Denmark, in Brussels, at the residence of the U.S. ambassador to the European Communities, GEORGE S. VEST. While in Brussels, Mr. Burt called on European Communities Commission vice president WILHELM HAFERKAMP and the director general for external affairs, Sir ROY DENMAN, who was to arrive in Washington to head the European Commission delegation to the United States. On September 8, Mr. Burt called on European Communities president GASTON THORN.

RICHARD N. HAASS, deputy for policy, served as a member of the U.S. delegation to the NATO Atlantic Policy Advisory Group, in Sussex, England, September 5–9. Mr. Haass also attended the 24th annual conference of the International Institute for Strategic Studies, in the Hague, September 9–12. Air Force Captain RICHARD J. KOSKELLA has joined the staff of the deputy for policy.

Ambassador ABRAHAM KATZ, U.S. representative to the Organization for Economic Cooperation and Development, was in the Department on consultations, August 2–6, before participating in the American Enterprise Institute's forum on trade and international economic policy, at Vail, Colo., August 13–16. Mr. Katz returned to Washington, September 7, to accompany the organization's secretary general on his appointment with SECRETARY SHULTZ . . . Ambassador FAITH WHITTLESEY, Switzerland, was in the Department for consultations, August 31–September 3 . . . RICHARD BARKELY, political counselor, Embassy Bonn, was in the Department for consultations, August 27 . . . ALAN THOMPSON, political counselor, Embassy Berlin, was in the Department on consultations, September 1–10.

Nine new employees have joined the Office of the Executive Director. DOUGLAS LANGAN is the new deputy executive director, replacing DAY MOUNT. RUTH WILLOW has replaced CLARKE RODGERS as chief of the personnel unit. Also joining that unit were personnel officers GARY GARCZYNSKI and GUETA NESS-

NICOSIA, Cyprus—Ambassador *Raymond C. Ewing*, center, presents safe driving awards to, from left, *Nicos Kolotas, Pantelis Ioannou, John Polyviou, Arestis Ioannou, Christakis Constaninou, Gregoris Pardalis*.

KRAMME, and secretaries GLORIA KILGORE, CLAUDIA SERWER-SKOL and WILLISTINE TURNER. JON JACKSON is the new computer systems analyst, to deal with data and word processing matters. KATHLEEN ANDERSON is a post management officer . . . RICHARD S. THOMPSON has joined the staff of the Office of Southern European Affairs as officer-in-charge of Greek affairs, replacing MORTON R. DWORKEN JR. Mr. Dworken is currently assigned to Capitol Hill.

Five new staff members have joined the Office of Soviet Union Affairs: RAYMOND F. SMITH, officer-in-charge of bilateral affairs; JOHN ORDWAY, bilateral affairs, dealing primarily with questions of binational marriages and U.S.-Soviet travel reciprocity; JOHN J. BORIS, bilateral affairs, dealing primarily with questions of emigration and family reunification; KENNETH S. YALOWITZ, deputy director for economic affairs, replacing HUGH G. HAMILTON, who has departed for Polish language training; and LAWRENCE GOODRICH, economic affairs, replacing BRUCE ROSENBERG, who has been assigned to Embassy Moscow. ☐

Human Rights and Humanitarian Affairs

Assistant Secretary ELLIOTT ABRAMS addressed the annual meeting of the American Bar Association, in San Francisco; the Defense Institute of Security Assistance Management, in Dayton, O.; and the Dayton Council on World Affairs. While on trips to Philadelphia and New York, he met with CARDINALS KROLL and COOKE, and with ARCHBISHOP BORDERS of Baltimore, to discuss human rights issues. The assistant secretary was interviewed during August by National Public Radio, Twin Circle magazine and Catholic Review. On August 3 he testified before the Senate Foreign Relations Committee on certification of El Salvador.

Senior deputy assistant secretary MELVYN LEVITSKY testified before the Subcommittee on International Development Institutions and Finance, of the House Committee on Banking, Finance and Urban Affairs, on human rights in Guatemala. Mr. Levitsky visited Guatemala at the invitation of the Guatemalan government, on a factfinding mission. Iceland State Broadcasting interviewed Mr. Levitsky on the Reagan administration's policy on human rights, in conjunction with the state visit of Iceland's President VIGDIS FINNBOGADOTTIR . . . Deputy assistant secretary CHARLES FAIRBANKS presented a paper at the annual meeting of the American Political Science Association, in Denver. While there he conducted a background briefing with editors of the Denver Post . . . Asylum officer TERRY RUSCH visited Haiti in late July to consult on migration, interdiction and returnee resettlement issues, with embassy, Haitian Red Cross and Haitian government officials.

New regional officers joining the bureau staff include Africa human rights officer EILEEN RILEY and Europe human rights officer JUDITH BUNCHER. HUGH SIMON has assumed the responsibilities of deputy director of the Office of Policy and Programs . . . DAVID MATTHEWS has joined the staff as country reports officer. He will have responsibility for coordinating and editing the annual country reports on human rights practices . . . The bureau's new staff assistant is ANTONIA STOLPER . . GLORIA SNYDER and ELLEN IVIE have joined the staff as secretaries. ☐

INSPECTOR GENERAL'S OFFICE —Inspector general *Robert L. Brown* presents Meritorious Honor Award and step increase to secretary *Sheila Allena* for her contributions in helping to establish the Office of Investigations.

Inspector General's Office

Ambassador WILLIAM B. EDMONDSON assumed the position of deputy inspector general on September 1, replacing FRANCIS X. READY, who retired in July.

Inspector general ROBERT L. BROWN initiated the third inspection cycle for 1982 with an in-house conference, September 10. Ambassador ROBERT H. MILLER, director of the Office of Management Operations, briefed the inspectors on new procedures for managing other-agency staffing at missions abroad . . . During the two-week break between inspection cycles, both newly-assigned and experienced inspectors participated in training courses specially designed to enhance the skills and knowledge required of them as inspectors. The courses included an introduction to minicomputers and information systems, an interviewing skills workshop and a fraud, investigation and prosecution course presented by the Department of Justice.

On September 13 the inspection and audit teams under direction of senior inspectors began the preliminary phase of the fall inspections in Washington and, later in the month, teams departed for conduct-of-relations inspections in Central America (ROBERT J. MARTENS, team leader), Mexico (CLAUDE G. ROSS, team leader), the Arabian peninsula (JOHN A. LINEHAN JR., team leader), and Israel and Egypt (ROBERT L. YOST, team leader). At the same time, Ambassador JOHN J. CROWLEY JR. and his team were inspecting the Bureau of European Affairs. Heading the audit of the Office of Congressional Relations is ROBERT M. BEAUDRY, while M. WALTER KENNEY is leading two teams auditing the Moscow building project and the Washington Finance Center. ☐

International Narcotics Matters

Assistant Secretary DOMINICK L. DiCARLO, accompanied by deputy assistant secretary CLYDE D. TAYLOR, traveled to Oslo, Stockholm, Copenhagen, the Hague, Bonn and London, September 6–17, to discuss international narcotics control matters with senior officials of European governments, including the need for increased European cooperation in worldwide efforts against illicit narcotics cultivation and trafficking.

DEWEY WATKINS traveled to Mexico City in July to review the Bogota mechanized project accounting system, with representatives from the Narcotics Assistance Unit in Bogota and Mexico City and officials of the Regional Administrative Management Center, Mexico City. He also traveled to Lima and Bogota in August to conduct a financial review of bureau programs there.

ALBERT CARPENTER, the bureau's communications specialist, provided temporary duty services to Bogota and Lima, July 6–August 13, to assist the narcotics assistance units on commodity and technical details relating to their bilateral antinarcotic communication projects ... MEL HOLQUIN, a bureau commodity management specialist, traveled to Morgan City, La., in September, to inspect ship construction activity and contract administration in connection with the 105 fast "V" bottom aluminum patrol boat being built for the Colombian navy.

RUDY HALL provided aviation advisory services to AID in Sudan, while he was on temporary duty in Khartoum, July 14–24. On September 3, Mr. Hall completed the administrative core and general services courses at the Foreign Service Institute. ☐

International Organization Affairs

EDMUND M. PARSONS, director of the Office of International Development has been assigned to the Executive Seminar in National and International Affairs. He has been replaced by ANTONIO GAYOSO. Mr. Parsons was in Rome, June 18-September 2, as acting U.S. permanent representative to the UN food agencies ... THERESA HAYDEN has transferred from the Bureau of Administration to the Office of International Economic Policy ... DAVID ROWE, Office of Communications and UNESCO Affairs, has retired ... LORRAINE POLIK, Office of International Development, has been assigned to Frankfurt. She has been replaced by GORDON DUGAN, from the Bureau of Inter-American Affairs ... PETER FLOURNOY, from Mexico City, has been assigned to the Office of International Economic Policy ... KATHLEEN DOBBS, Office of Communications and UNESCO Affairs, has resigned ... JENNIFER WOODY, from the Bureau of Personnel, has transferred to the Office of International Conferences ... JEAN MELVIN has transferred from Caracas to the Office of Human Rights Affairs, replacing MARK DAVISON, who has been assigned to Mexico City ... STEPHEN WHITMER has resigned from the Office of International Economic Policy ... YVETTE EPPS has been assigned to the Office of Administrative Services ... JAY BLOWERS, from the Office of Communications and UNESCO Affairs, has transferred to the Bureau of Oceans and International Environmental and Scientific Affairs ... KAREN HEITKOTTER, from the Office of International Conferences, has transferred to the Bureau of Administration.

JOHN W. McDONALD spoke to members of the National Office on Disability, August 20, about the United Nations' continued involvement with the disabled in 1982 and beyond. He spoke to a USIA seminar, August 27, on the role of the United Nations in the field of communications; to the Foreign Service Institute, September 14, on the "Art of Negotiation"; and to the Federal Council on Aging, September 15, on the recent UN World Assembly on Aging. ☐

DONALD TOUSSAINT, from the Office of the Inspector General, has been designated senior deputy assistant secretary ... BERNARD LONG and JOYCE DESHAZO, from the Foreign Service Institute, have been assigned to the Office of International Conferences. BARBARA RHIAN, from the Office of International Conferences, has been assigned to Manila ... JOAN CORBETT, from the Bureau of Politico-Military Affairs, and RAYMOND JORGENSON, from the Bureau of Human Rights and Humanitarian Affairs, have been assigned to the Office of International Economic Policy. KENNETH YALOWITZ has transferred from this office to the Bureau of Economic and Business Affairs ... PAUL BYRNES, from Antigua, has been designated director of the Office of Technical Specialized Agencies. LOUIS CAVANAUGH, from Montreal, has been assigned to the Office of Technical Specialized Agencies ... PETER FROST, from the Bureau of Oceans and International Environmental and Scientific Affairs, has been assigned to the Office of International Development, replacing RICHARD CHRISTENSEN, who has been assigned to Prague via the Foreign Service Institute. HERBERT WING has transferred from the Office of International Development to Geneva. FLORITA CHRISTERSON, from AID, has been assigned to the Office of International Development ... CYNTHIA BUNTON, from Copenhagen, and MARY HAINES, from Kingston, are serving as staff assistants in the bureau. DOUGLAS VAN TREECK has been assigned to the Foreign Service Institute, from the Office of the Staff Assistants ... JAMES BRUNO, from the Foreign Service Institute, has been assigned to the Office of UN Political Affairs, replacing ROBERT RANDOLPH, who has transferred to the Bureau of Intelligence and Research ... PHILIP RIZIK, from the Bureau of Near Eastern and South Asian Affairs, has been assigned to the Office of Communications and UNESCO Affairs ... SCOTT MACKENZIE, from the Office of UN System Administration, has transferred to the Treasury

"No, I don't think we should lap the old duffer. That 'old duffer' happens to be the ambassador!"

Department . . . STEPHEN HELLIN, from the UN Documents and Reference Staff, has transferred to the Bureau of East Asian and Pacific Affairs. ☐

Legal Adviser's Office

DAVIS R. ROBINSON, the legal adviser, addressed the American Bar Association's annual convention, August 10, in San Francisco, on the Iran-U.S. Claims Tribunal. He traveled to Philadelphia to participate in the American Law Institute's meeting of advisers for the restatement of the foreign relations law of the United States.

JAMES H. MICHEL, senior deputy legal adviser, received the Federal Bar Association's Justice Tom C. Clark Award for 1982. The award is given annually to an outstanding career lawyer in Government service, federal or municipal, in the Washington area . . . MICHAEL G. KOZAK has assumed the duties of deputy legal adviser, moving up from his former job as assistant legal adviser for Near Eastern and South Asian affairs . . . WILLIAM M. McQUADE has rejoined the Office of the Legal Adviser after completing a four-year tour as legal adviser to Embassy Bonn. From 1972 to 1978 Mr. McQuade was an attorney-adviser in the Office of Treaty Affairs. He is now serving as an attorney-adviser in the Office for International Claims and International Property and Investment Disputes . . . PETER OLSON, attorney-adviser, Office of the Assistant Legal Adviser for Nuclear Affairs, attended the nuclear weapons orientation course in Albuquerque, August 23–27. ☐

Near Eastern and South Asian Affairs

ROBERT PELLETREAU, director, Office of Arabian Peninsula Affairs, participated in a conference in Boulder, Colo., September 13–14, sponsored by the International Research Center for Energy and Economic Development . . . WINGATE LLOYD, director, Office of Egyptian Affairs, visited Embassies Jidda, Amman, Tel Aviv and Cairo, as well as Consulates General Jerusalem and Alexandria, August 25–September 11 . . . DAVID WELCH, Lebanon desk officer, spoke to a group of Jordanian and Lebanese army officers, August 19, about U.S. policy in the Lebanon crisis . . . LEN SCENSNY, political-military officer, Office of Egyptian Affairs, visited Cairo for consultations, August 14–21 . . . PETER SEBASTIAN, formerly deputy chief of mission at Embassy Rabat, has assumed his duties as country director for the Office of Morocco, Algeria, Tunisia and Libya Affairs, replacing ROBERT FLATEN, who has transferred to Embassy Tel Aviv . . . EDWARD G. ABINGTON JR. has been reassigned to the same office, from Embassy Damascus, as deputy country director and Moroccan desk officer, replacing THOR

RABAT, Morocco—U.S. Supreme Court Justice *Sandra Day O'Connor* takes time out from a private visit here to stop at the U.S. embassy, where she greeted regional security officer *John Chormyak* and other staff members. SSgt. *John H. Tatum* is on her right, with Ambassador *Joseph Verner Reed* on her left.

NEAR EASTERN AND SOUTH ASIAN AFFAIRS—At awards ceremony, from left: *Frances R. Waska, Dorothy Pech, Thomas J. Miller, Juanita Holsendorff, William G. Smallwood, Eileen Donnelly, David T. Schneider, Samuel R. Peale, Patricia A. Weaver, Colleen Lewis, Jerry Nice*. Mr. Smallwood and Mr. Peale won Superior Honor Awards, plus a $2,000 cash award for Mr. Smallwood and a $1,000 cash award for Mr. Peale. *(Photo by David M. Humphrey, Visual Services)*

KUNIHOLM, who has assumed new duties in the Bureau of Intelligence and Research . . . The Office of Arabian Peninsula Affairs welcomed ROBERT CAMPBELL as country officer for Bahrain, the United Arab Emirates and Qatar, replacing MARGARET DEAN, who has gone to the Bureau of Economic and Business Affairs.

Ambassadors JOSEPH V. REED JR. (Morocco), MICHAEL H. NEWLIN (Algeria) and WALTER L. CUTLER (Tunisia) returned to Washington in early September to attend the Africa bureau chiefs of mission conference, and for individual consultations in the Department and elsewhere in Washington . . . Other ambassadors consulting in the bureau recently included FRANCOIS M. DICKMAN, Kuwait; ROBERT P. PAGANELLI, Syria; and DAVID E. ZWEIFEL, Yemen Arab Republic . . . CHARLES F. DUNBAR, chargé d'affaires at Embassy Kabul, was in the bureau recently for consultations. □

Management

Office of Equal Employment Opportunity and Civil Rights

Deputy assistant secretary VIVIAN L. DERRYCK was on temporary duty in Europe, August 17–September 1, to participate in the Rockefeller Foundation-sponsored International Conference of African Diasporan Women, in Bellagio, Italy, August 22–27, and to hold discussions on equal employment issues with officials in embassies Rome and Paris and the Milan consulate general. Ms. Derryck attended the Executive Leadership and Management Program at the Federal Executive Institute, June 21–July 9, in Charlottesville, Va. . . . PATTI MORTON, deputy director and Federal Women's Program manager, represented the Department at the National Business and Professional Women's convention, in San Antonio, during July. She participated in the Executive Seminar Center management seminar in Oak Ridge, Tenn. She briefed diplomats-in-residence on equal employment opportunity issues, at the Foreign Service Institute, August 17 . . . Ms. Derryck and Ms. Morton participated in various daytime and evening sessions of the first annual Women's Leadership Conference on National Security, at the International Hotel, Washington . . . REGINA BACON, alternate Federal Women's Program manager, attended the Federally Employed Women's National Training Conference, in San Antonio, July 21–24.

ANDRE NAVEZ assumed the deputy director responsibilities previously held by JOHN ANDEREGG, effective September 8. Mr. Navez attended the National War College, September 1981–June 1982, returning from overseas assignments in Addis Ababa, Djibouti and Brussels. Mr. Navez and Hispanic Employment Program manager GEORGE DEL VALLE coordinated State's preparations for the joint State-AID-USIA Hispanic Employees Council-organized celebration of National Hispanic Heritage Week, September 12–18. PRESIDENT REAGAN issued a proclamation in recognition of the role Hispanics play in the United States. A series of films, displays, cultural presentations and a speech by RICARDO M. URBINA, associate judge of the District of Columbia Superior Court, highlighted the foreign affairs agencies' observance of the week in the Department. Miss Morton attended the President's reception for National Hispanic Heritage Week, in the Rose Garden at the White House, September 15.

STEFANIE WELDON, attorney-adviser, attended a seminar on advanced equal employment opportunity law, at the Four Seasons Hotel, Washington, August 5–6. She presented a lecture to administrative officers on equal employment opportunity-related laws and issues, at the Foreign Service Institute, September 10 . . . ROBERT TAYLOR, investigator, attended the 72nd annual National Urban League conference, August 1–4, in Los Angeles. Theme of the conference was "Meeting the Challenge of the New Federalism." Mr. Taylor attended the Blacks in Government fourth annual convention, September 3–5, in Washington. . . JEAN LECHE, program analyst, attended the National Association for the Advancement of Colored People convention, in Boston, June 22–July 2. □

Oceans and International Environmental and Scientific Affairs

On September 2 Assistant Secretary JAMES L. MALONE signed an interim agreement on polymetallic nodules. France, the Federal Republic of Germany and the United Kingdom also signed the agreement. The agreement is considered an important first step in achieving a coordinated oceans policy. Primary purpose of the agreement is to encourage explorers, who have applied to their governments to conduct deep sea mining operations, to resolve any overlapping claims by voluntary procedures. It makes provisions for exchanges of information on the procedures for examining such applications. At the signing ceremony Mr. Malone expressed his thanks to those who worked to make the agreement possible. He stated he was optimistic that the agreement would lead to a comprehensive coordinated oceans policy. After the signing, members of the foreign delegations and the Department toasted the agreement with sherry in Mr. Malone's office.

The deputy assistant secretary for nuclear energy and energy technology affairs, JAMES B. DEVINE, testified, September 8, before subcommittees on international security and scientific affairs, and on international economic policy and trade, of the Committee on Foreign Affairs, House of Representatives, on proposed legislation which would amend the Nuclear Non-Proliferation Act of 1978. Mr. Devine also led a U.S. delegation in negotiations with a Japanese delegation, in Washington, September 12–14, on the new U.S. approach to reprocessing and plutonium use. Mr. Devine also attended a conference at Airlie House on "Non-Proliferation: Policy, Options and Prospects," sponsored by the Arms Control and Disarmament Agency, July 23–25.

The Office of Nuclear Technology and Safeguards acting director, ALLEN SESSOMS, was the Department representative at discussions with representatives of the International Atomic Energy Agency at Oak Ridge (Tenn.) National Laboratory, July 12–14. These discussions were on the details of international nuclear safeguards that might be applied at the U.S. uranium enrichment facility being built in Portsmouth, O. On August 3 Mr. Sessoms represented the Department at hearings before the House Subcommittee on Energy Research and Production, of the Committee on Science and Technology, chaired by Congresswoman Marilyn Bouquard (D.-Tenn.). The subject of the hearings was "Technical Aspects of Non-Proliferation: Safeguards." The subcommittee has oversight over research and development at the Department of Energy National Laboratories. During August 11–13, Mr. Sessoms, accompanied by Nuclear Technology and Safeguards staff member J. CHRISTIAN KESSLER, visited the Department of Energy National Laboratories at Sandia and Los Alamos, N.M., to discuss progress in the development of instruments for international safeguards that are being carried out at these laboratories with State funds. On August 30 Mr. Sessoms gave a lecture on the history of U.S. nonproliferation efforts, to a group of Government employees attending the Department of Energy-sponsored nuclear fuel cycle course.

On July 28 Ambassador RICHARD E. BENEDICK, coordinator of population affairs, met with World Bank president A. W. CLAUSEN to discuss international population policies. On July 29, he met with members of the board of directors of the Population Crisis Committee in Washington, including former Senators ROBERT TAFT and JOSEPH TYDINGS, and retired Ambassadors JAMES RIDDLEBERGER, EDWIN MARTIN and MARSHALL GREEN. On August 4, Mr. Benedick met with AGOSTINO CARDINAL CASAROLI, secretary of state of the Vatican, in the Apostolic Delegation in Washington, to discuss moral, scientific and developmental aspects of international demographic trends. On August 12, Mr. Benedick spoke on U.S. international population policy before an informal meeting of representatives of approximately 20 nongovernmental population organizations in Washington, and introduced two new members of his staff, HERBERT THOMAS and SANNY OVESON. On August 24, he participated in a workshop on population at the 50th annual meeting of the American Psychological Association, in Washington . . . The new staff members, Mr. Thomas and Miss Oveson, attended formal briefings by various organizations active in the international population field. They met with officials at the U.S. mission to the United Nations, and the UN Fund for Population Activities, in New York, to discuss the role of multilateral population assistance. They also met with representatives of several nongovernmental organizations which receive AID funding for provision of family planning training and services. Mr. Thomas and Miss Oveson continued their orientation with population research organizations in North Carolina, where they discussed ongoing social science research projects and the newest technologies in contraceptive research and development. Mr. Thomas also consulted at the Centers for Disease Control in Atlanta concerning that institution's role in population activities.

On September 16, BILL LONG, director of the Office of Food and Natural Resources, testified before a joint hearing of subcommittees of the House Committee on Science and Technology and the House Foreign Affairs Committee on "Deforestation: Environmental Impact and Research Needs." The focus of his testimony was U.S. and international support for research on tropical deforestation. It was based in part on the work of the U.S. Interagency Task Force on Tropical Forests, which is cochaired by State's Bureau of Oceans and International Environmental and Scientific Affairs and the Department of Agriculture's Forest Service. Others testifying were the AID senior assistant administrator for science and technology, NYLE BRADY, and two prominent members of the United States scientific community. The hearing also considered a draft General Accounting Office study of U.S. development assistance support for tropical forestry, and a major ongoing project of Congress' Office of Technology Assessment on technologies for managing tropical forests . . . DAVID McCLINTOCK, food and agricultural adviser in the Office of Food and Natural Resources, retired from the Foreign Service and has accepted a teaching position at Berry College, Mt. Berry, Ga. Prior to retirement, he conducted a one-day symposium, July 1, at the Foreign Service Institute, on "Politics and the Global Environment."

AHMED MEER, acting director, Office of Advanced Technology, was a member of the delegation to the UN Conference on the Exploration and Peaceful Uses of Outer Space. The conference was held in Vienna, Austria, August 9–21. National Aeronautics and Space Administration administrator JAMES BEGGS led the U.S. delegation. It included leaders of the U.S. aerospace industry, lawyers, scientists and congressional advisers and their staffs, as well as senior officials from executive branch agencies. Others from the Bureau of Oceans and International Environmental and Scientific Affairs attending the conference were ADDISON RICHMOND and HARRY BLANEY . . . FELIX DOROUGH, director, Office of Science and Technology Support, represented the United States at the resumed fourth session of the UN Intergovernmental Committee on Science and Technology for Development, September 7–10 . . . STEVE JOHNSON joined the Office of Science and Technology Support after completing a tour in Bucharest. ☐

PANAMA—At farewell party, *Esther Lewis* presents *Manuel Acosta* with "Best Personnel Officer" award. At right is Ambassador *Ambler H. Moss Jr.*

Personnel

Civil Service training officers attended

LIMA, Peru—Senior personnel assistant *Elba Campos*, center, receives cash award for outstanding performance. With her are Ambassador *Frank V. Ortiz* and personnel officer *Ruth Hayden*.

their first orientation meeting at the Foreign Service Institute, August 18. Topics discussed included Department training and registration procedures, Foreign Service Institute structure and course development, job-related versus career-related training, course selection and counseling. Speakers at the meeting were JOHN T. SPROTT, deputy director, Foreign Service Institute; PATRICIA A. POPOVICH, chief of the Personnel Management Division, Bureau of Personnel; and ATHALENE R. EDWARDS, registrar, Foreign Service Institute. ☐

Politico-Military Affairs

Bureau director JONATHAN T. HOWE testified July 13 before the Subcommittee on International Security and Scientific Affairs, House Committee on Foreign Affairs, on the arms control implications of chemical weapons.

The deputy director for strategic and theater military affairs, ROBERT W. DEAN, presented a briefing on the President's speech at the UN Special Session on Disarmament, to the White House press corps, June 11. On June 15 he gave a speech on the development of U.S. Arms Control policy, to the Executive Management Center at the Foreign Service Institute. He also briefed members of the foreign press on U.S. arms control proposals, at the Foreign Press Center, June 22. On June 25–26 Mr. Dean attended the Friedrich Ebert Foundation conference in Bonn. Mr. Dean was the deputy head of the U.S. delegation to the Special Consultative Group of NATO, which met in Brussels, June 30. On September 6, Mr. Dean traveled to Stuttgart, and met with German editors to discuss arms control policy. On September 8 he served as deputy chairman of the U.S. delegation to the meeting of the Senior Consultative Group in Brussels. On September 9, in Bonn, he gave an address to the Konrad Adenauer Stuftung, on arms control policy. On September 10, he represented the Department in the high-level group meeting in Brussels. He was accompanied by GREGORY SANDFORD of the Office of Theater Military Policy at the Brussels meeting.

From June 20–29, deputy director STEFAN HALPER led an interagency team which visited several European capitals to discuss problems arising from the availability of military missile technology. The U.S. delegation had consultations in London, Bonn, Paris and Rome ... On June 24 the special assistant to the director, JED SNYDER, participated in a panel on nuclear arms control as part of a day-long Department symposium at its national foreign policy conference for educators. Mr. Snyder also spoke at the Foreign Service Institute's mid-level career development course on "Politico-Military Priorities for the Reagan Administration," July 6.

On July 23–25, deputy director LESLIE H. BROWN was a participant in a conference at Airlie House, Va., on nonproliferation policy and prospects. On September 2–4 he attended the annual U.S.-Tunisian Joint Military Commission meeting in Newport, R.I.

BRENDA SAUNDERS SPRAGUE assumed the duties of bureau executive director on July 6. Her previous position was special assistant to the director general of the Multinational Force and Observers ... OLAF GROBEL arrived in the bureau on July 6 to assume the duties of director of the Office of Theater Military Policy. Mr. Grobel was the consul general in Zagreb ... JOHN D. FINNEY JR. assumed the duties of deputy director for East Asian affairs in the bureau's Office of Regional Security Affairs, June 21. Mr. Finney is a 1982 graduate of the National War College.

On June 22–23, CHRISTOPHER M. LEHMAN, director of the Office of Strategic Nuclear Policy, testified before the House Foreign Affairs Committee on the administration's position with respect to the nuclear freeze and the SALT II treaty. Lieutenant Colonel JOHN A. GORDON, deputy director of the Office of Strategic Nuclear Policy, attended a series of meetings on the MX missile, at Norton Air Force Base, Calif., June 30–July 1. BRUCE W. MacDONALD, political military officer, Office of Strategic Nuclear Policy, has been assigned to the U.S. delegation to the strategic arms reduction talks (START) being conducted in Geneva.

JOSEPH P. SMALDONE, chief of the Arms Licensing Division, Office of Munitions Control, spoke on export controls at a symposium conducted by the Institute of Electrical and Electronics Engineers, in Washington, June 2. On June 7 he addressed the panel on scientific communications and national security of the Academy of Sciences, on the application of the international traffic in arms regulations to the export of technical data. He also spoke on munitions control policy at a conference on "Selling Defense Products and Services to the Third World," in Washington, June 8. ■

KINGSTON, Canada—Gen. *Ramsay Withers*, chief of the Canadian Defence Staff awards Foreign Service officer *Robert J. Montgomery* his diploma, on his completion of the 11-month senior training course at Canada's National Defence College. *Mrs. Montgomery* is between them.

If you don't use Direct Deposit, here's something to read while you're standing in line.

If you enjoy standing in long lines waiting to deposit your check then don't bother to read any further. But if you want an alternative to wasting your valuable time, keep reading.

Have you ever thought about Direct Deposit? It's a Government program that enables you to have your paycheck deposited on payday straight into your personal checking or savings account. So you can go straight to wherever you enjoy being most. Instead of running to deposit your check and waiting in long lines.

It's really very simple. Just pick up a form at your payroll office and take it to wherever you have your account. They'll help you sign up. Millions of people are already enjoying its convenience. Why shouldn't you?

Still in line? Better read this again.

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Chose the wrong line again. The other one's moving faster!

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It's really very simple. Just pick up a form at your payroll office and take it to wherever you have your account. They'll help you sign up. Millions of people are already enjoying its convenience. Why shouldn't you?

Lunch hour dwindling? Read it one more time.

If you enjoy standing in long lines waiting to deposit your check then don't bother to read any further. But if you want an alternative to wasting your valuable time, keep reading.

Have you ever thought about Direct Deposit? It's a Government program that enables you to have your paycheck deposited on payday straight into your personal checking or savings account. So you can go straight to wherever you enjoy being most. Instead of running to deposit your check and waiting in long lines.

It's really very simple. Just pick up a form at your payroll office and take it to wherever you have your account. They'll help you sign up. Millions of people are already enjoying its convenience. Why shouldn't you?

If you're still waiting in line, Direct Deposit's for you.

Have your Government paycheck deposited on payday directly into your personal checking or savings account. Contact your payroll office for details. And the time you used to spend waiting in line, you can spend on yourself.

DIRECT DEPOSIT

You know your money's safe and sound.

United States Treasury

Obituaries

Edward H. Springer, 51, a foreign affairs economic analyst in the Bureau of Intelligence and Research, died on August 19.

Born in Oregon, Mr. Springer graduated from the University of Portland. He served in the Army as a cryptographer, 1952–54, and joined the Department in 1956. A staff assistant and protocol officer at the U.S. mission to the United Nations in New York, he was a member of the U.S. delegation to the UN General Assembly, 1956–58. He served as consular officer in Cairo, 1961–63, and principal officer in Port Said the next four years.

Mr. Springer

In 1967, he received a Superior Honor Award for his work in Egypt during the Six-Day War. Subsequent assignments were to Tehran, as second secretary and commercial officer, 1967–73, and to Tripoli, as first secretary and economic/commercial officer, 1973–75. Mr. Springer was an educational and cultural affairs officer for the Near Eastern and South Asian area until he was assigned to the Bureau of Intelligence and Research in 1976. In early 1979, he served on a temporary duty assignment in Tehran.

Survivors include his wife, two sons and four daughters. ☐

Helen J. McMaster, 67, a Foreign Service employee who retired in 1974, died on August 13.

Beginning her career in 1948, she served as a secretary in Brussels, Amsterdam, Saigon, Bonn, Berlin, Ciudad Juarez, Athens and Rotterdam. From 1968–70, she was assigned to Santo Domingo as a personnel officer.

Ms. McMaster was born in Kansas. She worked as an English teacher in Ohio, 1939–42, and was employed there by the Department of Public Welfare, 1944–47. There are no known survivors. ☐

James E. Dandridge, 43, a security officer assigned to Athens, 1980–82, died in Herndon, Va., on August 26.

Joining the Foreign Service in 1968, he was assigned to the Office of Security, New York Field Office. In 1972 he was appointed assistant regional security officer in Paris. Washington assignments in the Office of Security included deputy chief of the Passport and Visa Branch of the Investigations Division, and chief of the Education and Training Staff. He was the recipient of a Superior Honor Award in 1980.

Mr. Dandridge

A native of Pennsylvania, Mr. Dandridge graduated from Penn State and earned a master's at Temple University. From 1962–67, he served in the Air Force as a security law enforcement officer. He was a retirement benefits examiner for the Social Security Administration in Philadelphia, 1967–68.

Survivors include his wife and two sons. ☐

Peggy K. Seepe, 53, a Foreign Service secretary assigned to the Bureau of Near Eastern and South Asian Affairs, Office of Public Affairs, died of cancer at George Washington University Hospital on September 9.

Ms. Seepe

Born in Tennessee, Ms. Seepe graduated from Draughton Business College in Knoxville. After serving in the Women's Army Corps for one year, she worked for an interior design company in Tennessee, 1952–63. In 1966, she became an executive secretary with the Dairy Division of Pet, Inc., in Tennessee.

Joining the Foreign Service in 1972, she served in Khartoum and Beirut. From 1980–81, she was assigned to the Bureau of Near Eastern and South Asian Affairs, Office of Egyptian Affairs.

She is survived by three brothers. ☐

Irene Slovitski, 43, a Foreign Service secretary assigned to Rome since 1980, died there of an aneurysm on September 10.

Born in Connecticut, she earned an associate degree in business from Central Connecticut State College. She joined the Foreign Service in 1975 and served in Monrovia, Lagos and Belgrade.

Survivors include her mother and two sisters. ☐

Raymond A. Miller, 79, a retired Department architect and an architectural engineer whose projects included a staff building at Embassy Tokyo, died at George Washington University Hospital on August 14, after surgery for a kidney ailment.

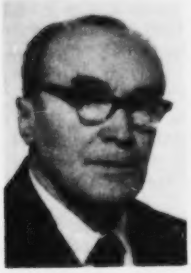
Born in Cincinnati, he earned an architectural degree from Ohio State University. Before joining the Department in 1948, he worked for the Veterans Administration, the Department of Interior and the Navy and Army Departments. Retiring from State in 1964, he went on to help found a Potomac property development firm called Willerburn. Survivors include his wife and a brother. The family suggests contributions to Fourth Presbyterian Church in Bethesda, Md. ☐

John Q. White, 73, a consular officer who retired in 1969, died on August 19.

Joining the Foreign Service in 1946, his overseas posts included Cairo, Hamburg, Salonika, Athens, Jidda and Salisbury. From 1963–65, he served as political officer in Mogadiscio. His last assignment was to Melbourne as a supervisory consular officer, in 1965.

Mr. White was born in Minnesota. He worked in private industry, 1937–43, and was employed by the War Department in Cairo, 1944–46. Survivors include his wife. □

Frantisek Volek, a Foreign Service national employee at the embassy in Prague for nearly 50 years, died of cancer on August 7.


Mr. Volek

Born in the Czech town of Tozice, he began working for the embassy in 1933. When the American staff was evacuated following the Nazi takeover of Czechoslovakia, he lived on the embassy grounds as a caretaker for the chancery. He remained there throughout the war years. He later worked in the general services section and was the embassy receptionist, 1976–81.

Survivors include his wife, a son and daughter-in-law and two grandsons. Persons wishing to contribute to a memorial fund may contact the embassy administrative officer, Dan Gamber. □

Leigh W. Hunt, 86, a Foreign Service officer who retired in 1947, died on September 2.

His first assignment was to Paris as a clerk, in 1919. Transferred to Brussels in 1920, he served there as assistant trade commissioner, then assistant commercial attache. Returning to Washington in 1935, he was assigned to the Bureau of Foreign and Domestic Commerce. In 1939 he was appointed consular officer and second secretary in Paris. He was commercial attache in Brussels, 1944–46.

Mr. Hunt was born in Washington. During the first world war, he served overseas in the Army. Survivors include his wife and a son. □

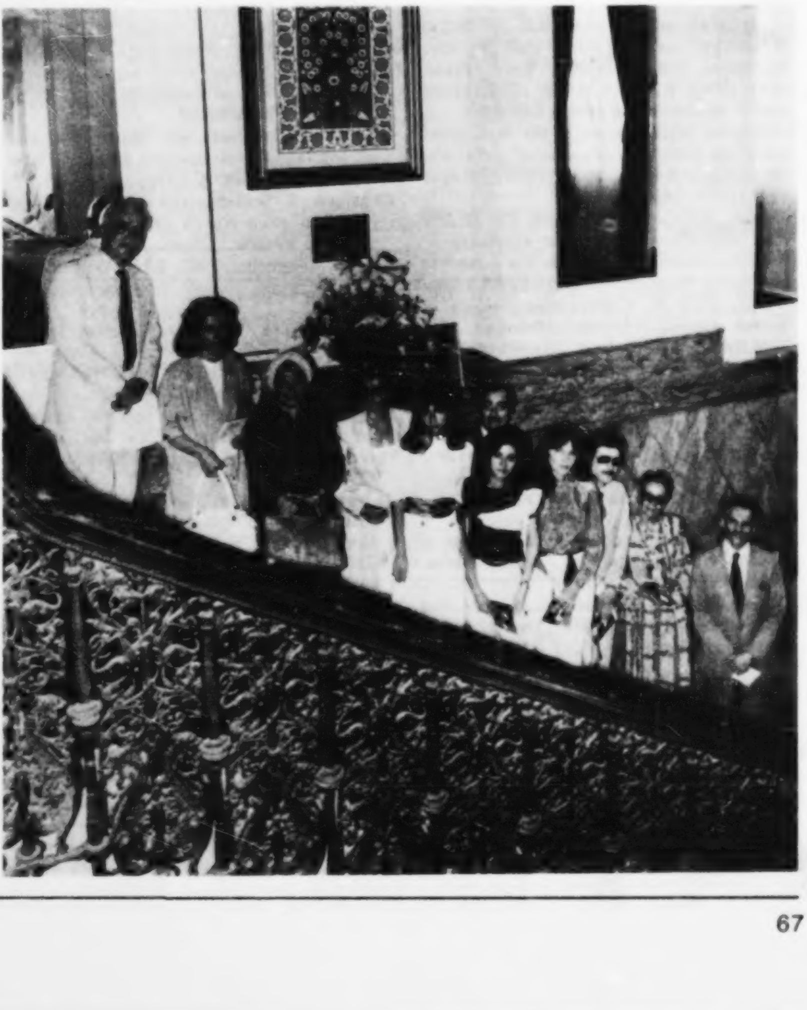
Wolfgang Bieber, 53, a Foreign Service national management and budget specialist at the consulate general in Frankfurt, since 1952, died of cancer on April 11. Born in Koenigsberg, East Prussia, Mr. Bieber fled to the American zone of occupation as World War II ended. He joined the staff of the high commissioner for the occupation of Germany in 1946 as a supply clerk. Survivors include his wife. □

John L. Bankhead, 77, who served as consular officer in Windsor before retiring in 1948, died on September 2.

During his 11 years with the Department, he was assigned to the Bureau of Foreign and Domestic Commerce as a commercial agent, to Ottawa as assistant trade commissioner, and to Mexico City and Vancouver as consular officer.

Mr. Bankhead was born in South Carolina. Educated in the United States and the Philippines, he attended the San Diego Army and Navy Academy and Sacred Heart College. Survivors include his wife. ■

ISTANBUL, Turkey—At dedication of tile panel in memory of the late Abdurrahman Sahinoglu, former embassy dragoman, are consul general *Daniel O. Newberry*, left, members of Mr. Sahinoglu's family, and *Muzaffer Ergur* of the governor's office, right. Mr. Sahinoglu, who served the U.S. Government for 60 years, died earlier this year.



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Amin, Samir. *The Maghreb in the modern world: Algeria, Tunisia, Morocco*. Hammondsworth, Penguin, 1970. 256p. DT185.A6

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Berrady, Lhachmi. *La formation des élites politiques maghrébines*. Paris, Librarie Generale de Droit et de Jurisprudence, 1973. 246p.

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Entelis, John P. *Comparative politics of North Africa: Algeria, Morocco, and Tunisia*. Syracuse, N.Y., Syracuse Univ. Press, 1980. 196p. JQ3189.A2E57

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Haddad, Hassan S., ed. *The Arab world: a handbook*. Wilmette, Ill., Media Press, 1978. 250p. DS36.7.A72

Hassan, Farooq. *The concept of state and law in Islam*. Lanham, Md., Univ. Press of America, 1981. 311p. JC49.H385

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Carr, David W. *Foreign investment and development in Egypt*. New York, Praeger, 1979. 148p. HG5836.A3C37

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Waterbury, John. *Hydropolitics of the Nile Valley*. Syracuse, N.Y., Syracuse Univ. Press, 1979. 301p. TC518.N6W37

World Bank. *Egypt, economic management in a period of transition*. Baltimore, Johns Hopkins Univ. Press, 1980. 444p. HC830.I57 ■

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* Call numbers are given for books in the Department Library.

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State

The Newsletter United States Department of State November 1982

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DEPOSITORY

Foreign Service Fashions: Style in the Andes

S1.118:

State
Foreign Service Fashions
Style in the Andes

THE COVER—*Kirstin Smith,* secretary in the economic section, Embassy Quito, and *Patricia Klasen,* Foreign Service national, in Andean clothing. The wool poncho was woven in the northern Ecuadorean highlands; the hand-embroidered cotton dress is from a southern mountain town. Note the woolen wall hanging in the background. Story on Page 18. *(Photo by Michael Meigs)*

United States Department of State

Letters to the Editor

Foot patrol

PRAGUE, CZECHOSLOVAKIA

DEAR SIR:

It was with great pleasure that I read the article by Charles S. Kennedy ("Foreign Service Officer is an urban explorer") in the May issue. I hope it will be but the first of a series on an aspect of life in the Foreign Service which has been seriously neglected in our publications: getting to know the place where you live, rather than just the bureaucracy or the cocktail circuit.

To get to know your city, you should have some kind of system. The type of system can vary enormously, according to your tastes. For example, in a city like London you might set out to visit every pub, or every theatre or every museum. And in visiting these places, you should repeat your routes as little as possible so that you see as much as possible. You should also stop along the way to see if you can practice your language, and to find out what people are thinking.

My own explorations have tended to take a geographic form:

1. First find a good map of the area.

2. Ride the entire public transportation system. (If you are a rail fan and the area has trolleys or subways, all the better.) In riding, try to walk between terminals, rather than backtracking on one line.

3. Then set out systematically to use every rail station or stop in the system. That means to get on or off the system, and to walk around the area. One way to do that is to get off at a stop, walk to the next stop, get back on, etc.

You will always learn more about a city by walking than by driving. If possible, try to walk to your destination, or at least part way there. And if you go to the same place more than once, try a different route each time.

In most parts of the world, riding

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No. 250

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Staff assistant Catherine Lawson □

STATE magazine (formerly the Department of State NEWSLETTER) is published by the U.S. Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues (none in August). Deadline for submitting material for publication usually is the 15th of each month. Contributions (consisting of general information, articles, poems, photographs, art work) are welcome. *Double space* on typewriter, spelling out job titles, names of offices and programs — *acronyms are not acceptable.* Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right.

Send contributions to STATE magazine, DGP/PA, Room B-266. The office telephone numbers are (202) 632-2019, -1648 and -1742.

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Consular Services

How immigrant visa fraud was uncovered at Embassy Seoul

Consular and security sections win awards at conference

EARLIER THIS YEAR Mark Fitzpatrick completed his first tour of duty in the Foreign Service, as a consular officer in Seoul. He will never forget that tour—especially the last four months of it.

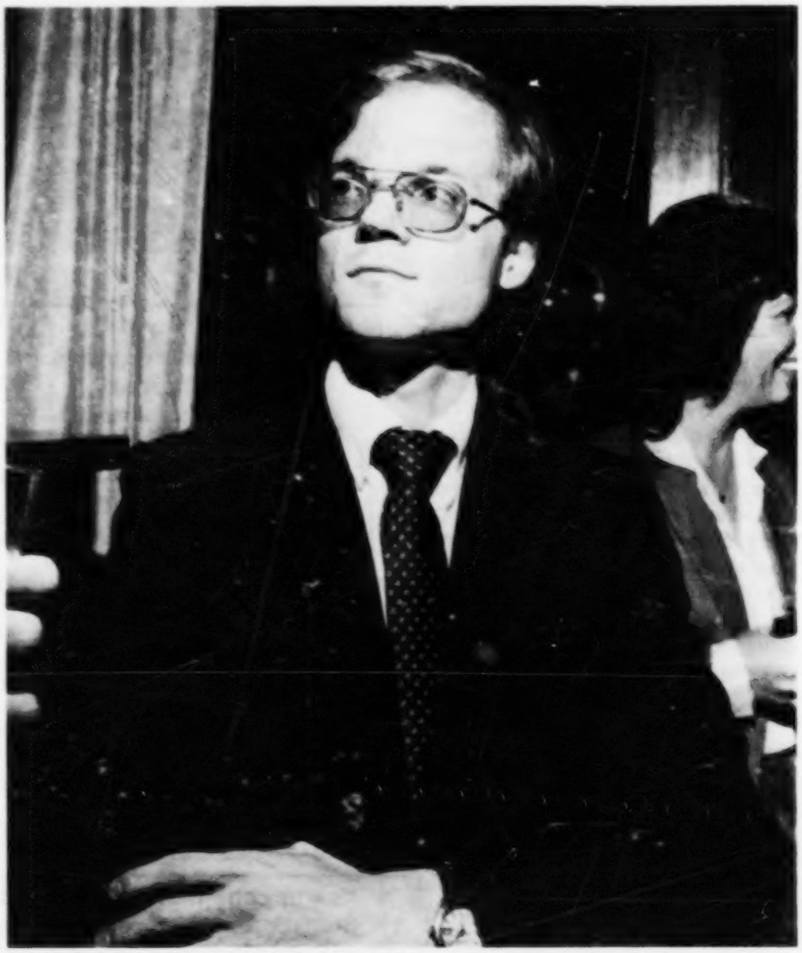
Don Wells, chief of the immigrant visa unit at the embassy, had asked Mr. Fitzpatrick and others working with him to review all their visa-granting procedures. Mr. Wells, acting for Ambassador Richard L. Walker and consul general Kenneth Keller, was concerned about fraud.

Mr. Fitzpatrick, on getting the word from Mr. Wells, responded by closely examining every paper in the visa application files he was working on. "I had never been a hard-ass officer," he told STATE, "and my refusal rate was low. But I did want to do my part, whatever the personal price in terms of having to alter my style. I started by scrutinizing the forms from the IRS (Internal Revenue Service). These papers, you know, are submitted with visa applications in support of the law that requires applicants to have adequate financial means . . .

Minding his c's and d's

"Almost immediately, I noticed one form on which an applicant stated he had interest income of $38,000. But it wasn't clear what the source of this income was, so I called in the family involved and asked for proof. They said they would return with it. Later that day I spotted another IRS form showing $34,000 in interest, and I could see that on both pieces of paper the typewritten words had crooked c's and d's and lopped-off u's. And to top it off, in both files, evidently typed on the same typewriter, there were papers from two different banks which purportedly paid the interest—but one bank was in Brooklyn and the other in Los Angeles!

"Within two days, I had uncovered four more files with the same crooked c's and d's. I scheduled all of these for review with the applicants, but none showed up for the appointments. Obviously, the word was out. Shortly afterward, I left Seoul for my next assignment in Japan, which is where I am now."



Mark Fitzpatrick: ***Case of the Ubiquitous Typewriter . . .***

Conference is called

Mr. Fitzpatrick was interviewed in Seoul, to which he returned at the invitation of the Bureau of Consular Affairs to attend the bureau's East Asian consular policy and management review conference, October 5–8. As a result of Mr. Fitzpatrick's sharp eye and the first-class detective work of the consular section as a whole in Seoul, Assistant Secretary Diego Asencio gave the nod to that capital as the site of the conference. The bureau was concerned about the problem of visa fraud generally, and Ambassador Walker's staff in Seoul had uncovered what was termed "perhaps the most extensive incidence of visa malfeasance in history."

This was high on the agenda of the conference, which dealt with other matters as well. It was attended by consuls general from the East Asian

Ken Keller: ***He ordered "massive search of the files."***

and Pacific posts, plus representatives of the Bureau of Refugee Programs, Bureau of Personnel, Foreign Service Institute, the U.S. refugee coordinator, Office of Management and Budget, Immigration and Naturalization Service and congressional staffers.

From the opening bell it was obvious that this meeting was not ordinary. The cast of characters attending, long used to being on the front lines of the Foreign Service, where they deal directly day-by-day with the citizenry of their host countries, were intent on resolving the visa problems in their own backyards. They were in no mood for typical conference speeches and, indeed, for the most part there were none.

To the point

Deputy chief of mission Paul Cleveland gave a brief but pointed welcoming talk. "If we fail to do our work with respect to visa fraud," he said, "then the Foreign Service will be seen as having fallen down on the job."

Ambassador Asencio congratulated the Seoul consular corps for what he termed its "perceptiveness, integrity and courage." He cited the need for immigration reform. "Movements of people," he said, "massed and individuals, forced and voluntary, are becoming major foreign policy issues for the '80s and '90s. Indeed, this is an issue that has joined oil and drugs as foreign policy challenges that defy traditional approaches." Then he added: "The consular officer, in the performance of his or her job, cannot be separated from foreign policy. Consular officers must also be able to relate to new technologies and to automation and to manage complex minicomputer systems."

Deputy assistant secretary Robert Fritts addressed the dilemma that has become endemic to the consular corps—one that was frequently commented on by those present. It is, on the one hand, he said, serving visa applicants efficiently and professionally, in a way that reflects the generosity and openness of America, but, on the other hand, identifying and acting on fraudulent applications.

Case study

It was with considerable interest that the participants at the conference listened to consul general Keller present "Visa Fraud: The Seoul Challenge, A Case Study." Mr. Keller said that, because of the Korean government's relaxation on passport issuances, Embassy Seoul was approaching the ranks of the top 10 issuers of American nonimmigrant visas. It was against this background that the fraud problem steadily became more serious. Because of it, Mr. Keller introduced a number of innovative measures: new procedures for accountability in passport handling and visa issuances; cataloging and computerization of fraud indicia; more immigrant visa interviews on an individual basis; continuation at the post of training of first-tour officers, through case studies.

Mr. Keller also reorganized the fraud unit, assigning David P. Bocskor as chief of investigations, marking the first time a full-time position was allocated to this responsibility. And he shifted the emphasis in the fraud unit from what had been a nonproductive search for evidence of fraudulent marriages (between Korean women and U.S. soldiers) toward detection of organized fraudulent visa documentation schemes—the latter being more susceptible to investigation and prosecution.

It was this new emphasis that led to Mr. Fitzpatrick's discovery of the crooked c's and d's. This is turn led to an order by Mr. Keller for a massive search of the files, which uncovered some 1,000 fraudulent immigrant visa submissions in a 12-month period. Mr. Keller kept Korean authorities informed, and a joint U.S.-Korean investigation was launched, with follow-up investigations in the United States.

The 'sting'

During this period, a Korean visa broker (a legitimate profession under Korean law) made contact with consular officer Robert H. Seibold at the embassy. Mr. Seibold reported on it to Bill Cole, regional security officer, who suggested that Mr. Seibold keep the contact alive. In the meantime, Mr. Cole informed the Korean National Police, and a "sting" operation was arranged in Mr. Seibold's apartment. After a number of social visits there, the broker made his pitch for Mr. Seibold's "cooperation," placing $10,500 in his hands. At this point the Korean police, waiting in an adjoining room, stepped forward and arrested the broker. His apprehension was but one incident in a broadening investigation that saw the firing of five national employees at the embassy.

The visa probe provided a backdrop for the conference participants as they toured the antifraud, instant-access, 21st-century-like visa nerve center at the embassy. As one of them remarked: "It's computerland!"

Mr. Wells, Mr. Bocskor and computer systems manager Alan Kellogg discussed automation with the visitors. Though most of them were middle-aged and consequently, perforce, not all-too-familiar with the latter-day technology, their interest was quickly engaged by the presentation and many said they learned much from it. All seemed to sense that, to do their jobs well, they had to get on the computer train, which was leaving the station, as it were.

Can you 'beat' the system?

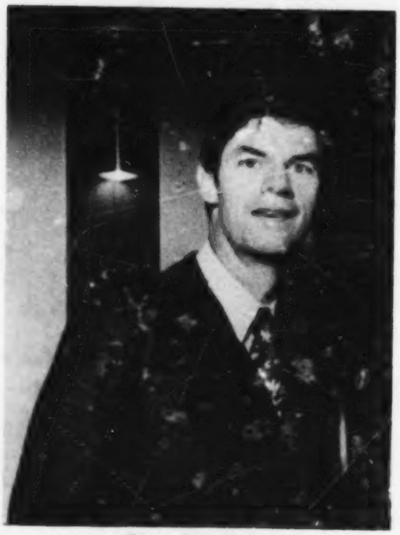
The experts talked about automated consular systems supporting the control and documentation of the visa process; about the importance of the accuracy of visa records, and of how quick access to them helps the interviewing officer make a better decision; about how the computerized systems make it less likely that records will be misplaced; and about how its increasing sophistication makes the system difficult to beat.

Robert H. Seibold
Attempt to bribe him failed.

The participants were impressed, too, with the system's security "built-ins"—access controls for authorized persons only; exception reports listing changes made in visa records, such as priority dates, applicants' names, dates of birth, refusal codes, etc.; name-checking for derogatory information; editing to alert operators to errors in format or content.

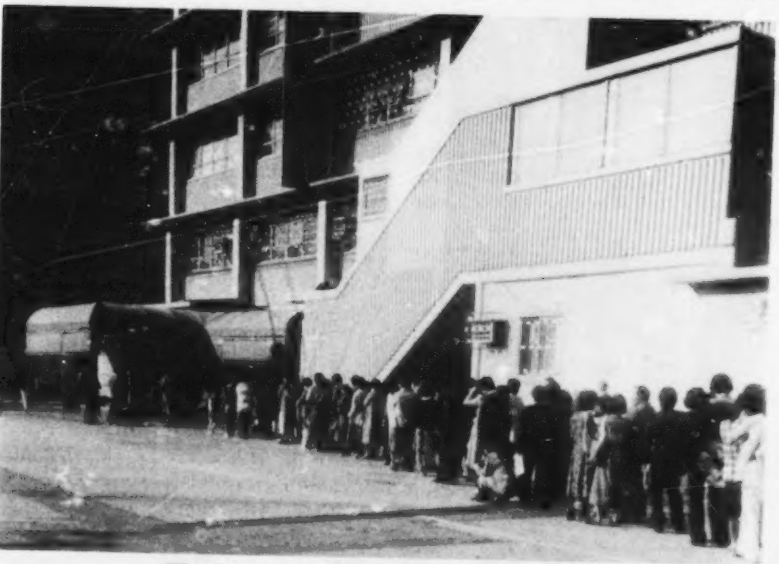
Bruce Beardsley, deputy consul general, asserted that immigrant visa demand at Seoul was second only to that of Manila worldwide. "The average number of applicants our embassy processes," he said, "is almost 800 per day—about 200 immigrant and 600 nonimmigrant applications. We have increased our staff for this purpose to 68—18 Americans and 50 Koreans. In fiscal year 1982 the number of nonimmigrant visas issued was more than 100,000. The total for immigrant visas issued reached 39,400. And all of this is not very likely to let up. Around here, America is still seen as the golden shore, and frequently Koreans who wish to go to America form a long line—sometimes at 4 a.m.—at the rear gate of the embassy, waiting for their turn for interviews."

Bill Cole
He helped set up the "sting."



Bruce Beardsley
"America is still seen as the golden shore . . ."

Members of the consular staff at Seoul, with Ambassador *Richard L. Walker* and Assistant Secretary *Diego Asencio*. From left: *Donald R. Griffin, Pete K. Ito, Catherine Barry, William R. Baque, Edward W. Kloth, Marc E. Northern, David R. Rearwin, David P. Bocskor, Mr. Walker, James J. Foster, Mrs. Walker, Fabio M. Saturni, Mr. Asencio, Donald E. Wells, Kenneth C. Keller, Mark Fitzpatrick, Bruce A. Beardsley, Dennis P. Halpin, Raecarol Morgan, Holcombe H. Thomas.*



The 4 a.m. visa line, on a day in early October.

The awards

By the end of the conference week, the hard-working participants appeared to deserve a break—and they got it in the form of a grand reception given by Ambassador and Mrs. Walker. It was held in the ambassador's residence, which in the early '70s was restored to its traditional Korean architectural glory under the guidance of then-Ambassador Philip Habib. It was in this setting that Assistant Secretary Asencio and Ambassador Walker presented Superior Honor Awards to consul general Keller and to the entire consular section of Embassy Seoul, as well as to the staff of the regional security office. Everyone lifted a glass to the dedicated warriors.

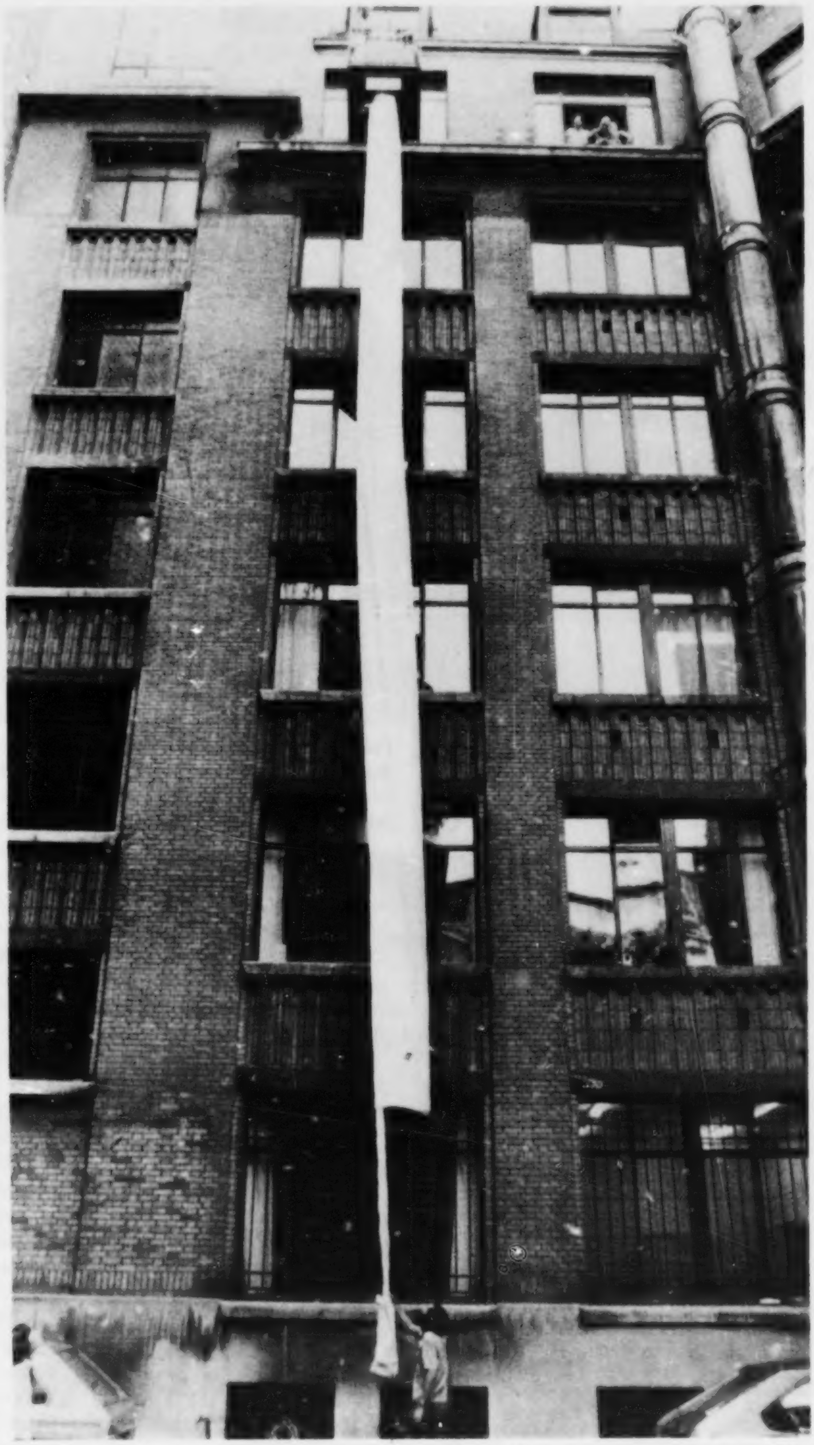
—Francis J. Matthews ■

(Photos by Hong Ji Sik and Francis J. Matthews)

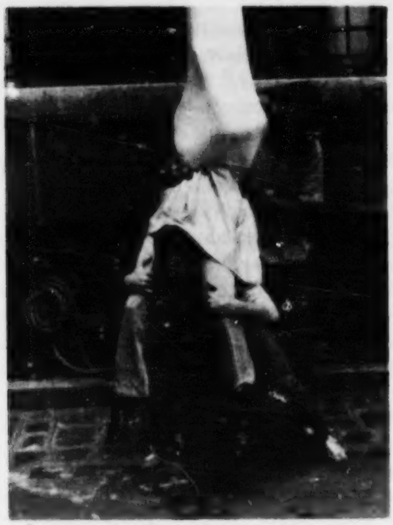
The 'Sleeve'

AN EMERGENCY EXIT device at use in Embassy Paris' "D" building enables the 32 employees there to wriggle their way to safety from as high as the sixth story. They enter a long "sleeve" made of parachute silk. As they slide down inside it, they control the pace of their descent by arm and leg movements. Security officials say the building can be evacuated completely via the "sleeve" in less than three minutes.

Here's how it looks from the outside. →



Embassy security officer *George Mitchell* enters the "sleeve."



Marine security guard *Donald Albee* (legs showing) begins to emerge, on the strong shoulders of his colleague, *Ronald Martin*. Third man is a representative of the Otis Elevator Co., manufacturers of the system. ■

Honors and Awards

5 are honored by American Foreign Service Association

Cohen, Cosgrove, Gettinger, Mrs. Murphy, Draper share spotlight

From left: ***Mrs. Murphy, Mr. Cohen, Mr. Gettinger*** **and** ***Mr. Cosgrove. (Photo by Glenn E. Hall, Visual Services)***

FOUR CAREER OFFICERS of the Foreign Service and an American ambassador's wife were honored by the American Foreign Service Association at the organization's annual awards ceremony in the Dean Acheson Auditorium, October 19. Among those on the podium were Secretary Shultz, former Under Secretary W. Averell Harriman (for whom one of the awards is named) and Dennis K. Hays, president of the association. The award winners were:

—Herman J. Cohen, a career minister, currently the senior deputy assistant secretary in the Bureau of Intelligence and Research, who received the Christian A. Herter Award—$1,000.

—George T. Cosgrove, FS–1, who served as the U.S. refugee program coordinator in Singapore. He won the William R. Rivkin Award, also $1,000.

—Hugo Carl Gettinger, FS–4, formerly a junior political officer in El Salvador. Mr. Gettinger received the W. Averell Harriman Award of $2,500.

—Anne Cook Murphy, wife of the ambassador to Saudi Arabia, Richard W. Murphy. She was presented the first Avis Bohlen Award—$2,500.

—Morris Draper, deputy assistant secretary for Near Eastern and South Asian affairs and currently a troubleshooter in the Middle East. He won a special award for "extraordinary achievement."

Herter award

Ambassador Cohen's career in the Foreign Service encompasses 27 years, the citation noted. It added: "Beginning with his earliest assignments and throughout subsequent postings, he consistently sought to obtain accurate information and espoused the policy he believed to be in the best interest of the United States.[He] has achieved a reputation throughout the U.S. intelligence community as an intelligence manager who does not let policy blind analysis, and who will vigorously defend alternative courses of action, without regard to possible repercussions on his career.

"Ambassador Cohen displays the versatility, professional integrity and personal courage of our Senior Foreign Service at its best."

Rivkin award

Mr. Cosgrove, while in Singapore, "prepared a critique of the U.S. refugee resettlement program and recommended steps to more efficiently and humanely handle the huge numbers of southeast Asian refugees. Mr. Cosgrove's proposals elicited heated controversy in Washington and his call to reconsider U.S. refugee policy, citing clear reasons for doing so, was influential in bringing about revisions in these policies. Acting collectively, eight Foreign Service officers familiar with Mr. Cosgrove's actions nominated him for this award, stating that 'he recognized a serious problem, described it cogently, and recommended appropriate remedial measures ... in the face of intense opposition at high levels.'"

Harriman award

Mr. Gettinger, in El Salvador, "consistently displayed exceptional qualities of initiative, versatility, diligence, and good judgment. Bilingual in Spanish and English, he earned the trust and confidence of a variety of political, military, and church groups which enabled him to obtain information not available to any other embassy officer. Mr. Gettinger collected this raw information, analyzed it, and argued his conclusions whatever the potential risk to his own career. Mr. Gettinger's commitment to learning the truth and following leads to their completion, whatever the very real physical and career risks, was in the highest traditions of the Foreign Service."

Bohlen award

Mrs. Murphy, as the wife of the first American ambassador to Syria following the restoration of diplomatic relations in 1975, "played a key role in the rebuilding of relations between the American and Syrian communities in Damascus. Mrs. Murphy, who through diligent study acquired fluency in Arabic, initiated programs and activities which significantly contributed to her official and social effectivness. Mrs. Murphy exemplifies the highest standards of intercultural sensitivity and thoughtfulness. She has continued her exceptional record of service in the Murphys' subsequent ambassadorial assignments in the Philippines and Saudi Arabia."

Special award

Ambassador Draper was cited for his "outstanding role in the negotiations leading to the successful evacuation of Beirut in furtherance of the President's continuing efforts to bring about peace in Lebanon."

For the record

Secretary Shultz, at the awards ceremony, noted that Mrs. Anne Cook Murphy, who received the Avis Bohlen Award, is from "my home town [Englewood, N.J.] and came from the same school." But he added with a smile: "I didn't have anything to do with selecting the winner of the award."

Basis of awards

The Herter, Rivkin and Harriman awards are given to members of the Foreign Service who are nominated by their peers.

The Bohlen award recognizes a member of the Foreign Service family whose relations with the American and foreign communities "have advanced American interests" in the tradition of the late Avis Bohlen, who was active in community affairs. She was the wife of the late Ambassador Charles E. Bohlen.

The Herter award is presented in memory of Secretary Christian A. Herter.

The Rivkin award is given in memory of the late ambassador to Luxembourg, Senegal and The Gambia. The Harriman award is named for the ambassador whose long career included ambassadorships to the Soviet Union and to the United Kingdom.

Following the awards ceremony, the association gave a reception for the winners and donors at the Foreign Service Club.

—Barnett B. Lester ☐

11 high-ranking Civil Service officers win monetary awards

Eleven career members of the Department's Senior Executive Service—an arm of the Civil Service—have been named as recipients of monetary awards for fiscal year 1982.

They were given performance pay awards ranging from 11% to 18% of base salary. The 11 are *J. Brian Atwood*, until recently dean of the School of Professional Studies and Academic Affairs, Foreign Service Institute; *Robert H. Baraz*, director, Office of Analysis for the Soviet Union and Eastern Europe, Bureau of Intelligence and Research; *Theodore A. Borek*, assistant legal adviser, Office of the Legal Adviser; *Roger B. Feldman*, comptroller, Office of the Comptroller; *K. Scott Gudgeon*, assistant legal adviser, Office of the Legal Adviser; *Michael G. Kozak*, deputy legal adviser, Office of the Legal Adviser; *William H. Price*, director, Foreign Affairs Information Management Center, Bureau of Administration; *James N. Purcell Jr.*, deputy assistant secretary for budget and programs, Bureau for Refugee Programs; *Herbert K. Reis*, legal adviser to the U.S. mission to the United Nations; *Myra H. Shiplett*, associate director of personnel (Civil Service), Bureau of Personnel; and *David H. Small*, assistant legal adviser, Office of the Legal Adviser.

The performance pay awards were for outstanding accomplishments during the most recent rating period. The recipients were named by independent performance review board panels in the Department. These panels considered the eligible members of the Office of the Legal Adviser in one competition group, and other members of the Senior Executive Service at State in a separate competition group.

The performance pay awards that were authorized were the maximum number and amounts of awards that were authorized to be granted. The awards were prorated between the two competition groups on the basis of the number of career Senior Executive Service members in each group. ☐

7 State FSOs win Commerce Department cash awards

Seven State Department Foreign Service officers, at posts around the world, have won Commerce Department cash awards ranging from $500 to $2,000, for their assistance "leading to direct export sales, particularly for small to medium firms which are new-to-export or new-to-market." Five Foreign Commercial Service officers and 14 Foreign Service national employees also received the special incentive awards.

Earlier this year Commerce invited ambassadors, deputy chiefs of mission and senior commercial officers to nominate overseas employees of the Foreign Commercial Service, and State Department officers in Foreign Commercial Service positions, for the awards. In addition, Senator Charles H. Percy (R.-Ill.), chairman of the Senate Foreign Relations Committee, wrote to the ambassadors at Foreign Commercial Service posts and suggested that they nominate suitable candidates for the awards.

Three Foreign Service officers received $2,000 each:

—Albert G. Nahas, Algiers. Mr. Nahas was cited for his efforts in having three U.S. companies among the finalists for projects totaling $10,000,000, $20,000,000, and $40,000,000. Despite working in an understaffed post, it was said, he organized strong U.S. participation in the Algiers Fair, helped resolve several multimillion-dollar trade disputes, and gave extensive professional counseling to American businessmen.

—George B. Griffin, Lagos. Mr. Griffin, faced with limited budget and staff resources, reportedly broadened the range of U.S. firms doing business in Nigeria. (Mr. Griffin recently received the Department's Superior Honor Award for "outstanding service" in his previous assignment in Afghanistan.)

—Hallock R. Lucius, New Delhi. Mr. Lucius won recognition for his efforts on behalf of small and medium, new-to-market firms. Working with the National Machine Tool Builders Association, he recruited 60 American tool builders—about half of them new to the Indian market—for the commercial service's first industry-organized, government-sponsored catalog show.

Three other Foreign Service officers received $1,000 awards each:

—Philip Dale Dean, Kuwait. Mr. Dean reportedly negotiated changes in host government contracting provisions, which was cited as one example of his performance that is expected to help new-to-market firms. Before the changes were made, U.S. firms often were not able to meet the conditions for bidding.

—John Ferchak, The Hague. Mr. Ferchak undertook a number of special initiatives which were "highly beneficial" to the U.S. exporting community, particularly small and medium-sized companies. He was said to have devised a realignment scheme to streamline management operations and free resources for use in countries which are now seriously understaffed.

—Roderick Grant, Paris. Mr. Grant was credited with implementing a marketing plan aimed at taking maximum advantage of sales opportunities within the French market, despite the sharp appreciation in the dollar. He reportedly spent much time and effort following up on opportunities for new-to-market companies.

Norman C. LaBrie, another Foreign Service officer, received a $500 award for originating the concept, in Madrid, of a coal advisory service at the Foreign Commercial Service office in the capital. The advisory service is to provide liaison on behalf of small American coal suppliers, especially those in the new-to-market and new-to-export categories, with Spanish importers and end-users.

— John R. Savage ■

Department of Dress-Alikes

Mr. Pym

Mr. Shultz

IN THIS SPACE, generally reserved for look-alikes, State this month presents two gentlemen in pinstripes who, besides being dress-alikes, are job-alikes. George Shultz, you ought to know, is the American Secretary of State; Francis Pym is the foreign minister of the United Kingdom. The two allies met here in the Department on July 29. There are those who say they are also look-alikes, so there. What do *you* think? *(United Press International photo)*

Scoop!

Our 'consular files' reveal inside story on 'Madame Butterfly'

Here's a glimpse of Bill Sharpless, U.S. consul, in action

By Sarah L. Nathness

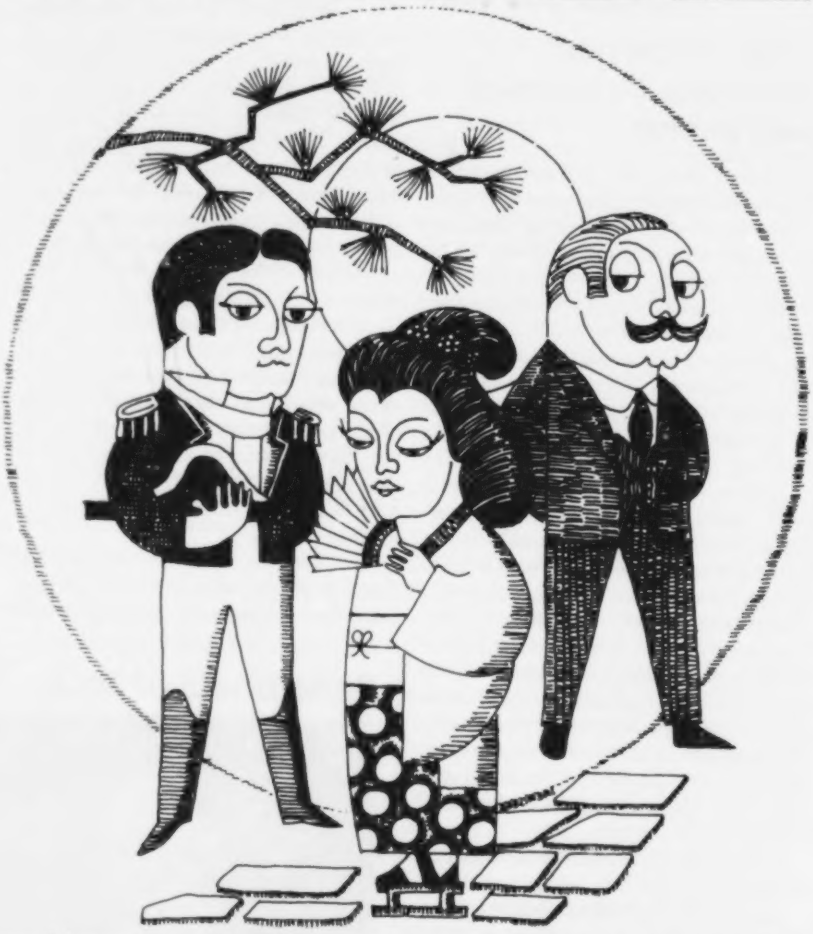
Ms. Nathness is State Magazine's highly imaginative investigative reporter. She is also chief of the consular section in Munich.

EVERYBODY except Richard Wagner knows that an opera is just so long. The story line can't cover *everything* that happens in the lives of its characters. A case in point is "Madame Butterfly." This Puccini opera sings the tale of an ill-starred dalliance between a turn-of-the-century American naval officer (Pinkerton) and a beautiful young Japanese (Madame Butterfly). Interwoven in its score, by the way, is opera's only rendition of "The Star Spangled Banner."

Ms. Nathness

Read the program notes on "Madame Butterfly" at La Scala in Milan or at the Kennedy Center in Washington. All you get are the bare bones of the story. It's about a young lieutenant who, enchanted by a youthful geisha, arranges a sham marriage. He then dismisses the remonstrances of the American consul on the scene (Sharpless) and sails off into the sunset, only to return three years later with his real bride, an American. Whereupon Madame Butterfly, who has borne the lieutenant a son (Trouble)—she has informed the consul he will be renamed "Joy" when his father returns—promptly commits hara-kiri.

So much for the bare bones. But, as any American consul knows, there is always *more* to the story. If the events in "Madame Butterfly" had in truth occurred, then you can bet there would have been an historical record in the form of a file maintained by consul Sharpless. I can imagine such a file containing entries like the following:



* * *

August 12

Congressman Smith
U.S. House of Representatives
Washington

Dear Congressman Smith:

I have received your letter of May 12 on behalf of your constituent Mrs. Mary Pinkerton concerning the welfare/whereabouts of her son Lieutenant Pinkerton, USN.

I am pleased to inform you that Lt. Pinkerton is alive and well and thoroughly enjoying his visit to Japan. He has made a number of friends among members of the local community, his activities in this regard perhaps explaining the limited time available to him for communicating with his loved ones in America.

Please assure Mrs. Pinkerton of the lieutenant's well-being. If I can be of further assistance to you in this or any other matter, I trust you will not hesitate to inform me.

Sincerely yours,
Wm. Sharpless
U.S. Consul

* * *

August 14

Memo to the files: Had drinks today with Pinkerton and his friend Madame Butterfly. Lovely woman. So good of her to take an interest in the boys from our fleet. Took the opportunity also to remind Pinkerton of his duties as a son.
Sharpless

* * *

August 20

Mrs. Mary Pinkerton
Worcester, Mass., USA
Dear Mrs. Pinkerton:

Thank you for your letter inquiring about your son Lt. Pinkerton. You perhaps have not yet received a copy of the letter which I wrote to Congressman Smith, so I would like to take this opportunity of assuring you that your son is in fine health and spirits. I saw him only a few days ago and he spoke warmly of you and indicated that he will be writing shortly. Since you asked for my advice about communicating with his commanding officer, I would suggest perhaps that you wait—or at least revise your intended letter somewhat. I do not believe the captain would look kindly upon supervising the lieutenant as he writes "I am an undutiful son" one hundred times.

Rest assured that I will see to it your son receives the box of brownies as soon as it arrives.

Sincerely yours,
Wm. Sharpless
U.S. Consul

* * *

October 3

Memo to the Ambassador
Subject: Mysterious Package

The package to which you refer (postmarked Worcester, Mass.) undoubtedly contains the cookies sent by Mrs. Pinkerton to her son. I wouldn't worry about the rattling noise—it's probably just stale crumbs and certainly not an explosive device.

* * *

October 4

Commander, U.S. Fleet
Nagasaki Harbor
Dear Commander:

In response to your letter of the 3rd, I must point out to you that the counseling of young officers concerning the perils of fraternization is the responsibility of the War Department and not the Consulate.

Sincerely yours,
Wm. Sharpless
U.S. Consul

* * *

October 5

Memo to the Ambassador
Subject: Birth of U.S. Citizens Abroad

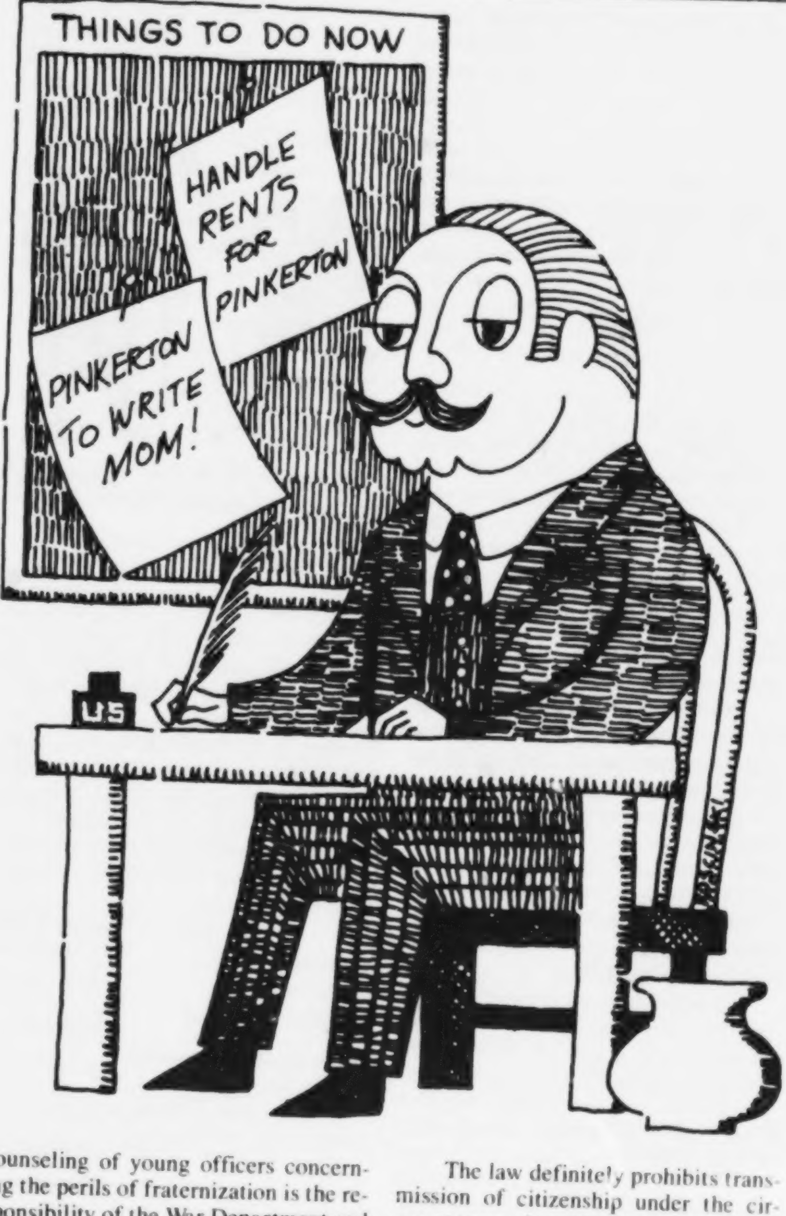
The law definitely prohibits transmission of citizenship under the circumstances described by your anonymous caller.

* * *

October 12

The Reverend Tobias Strange-Boston
St. Luke's Church
Nagasaki
Dear Toby:

I can well understand your con-



cern about young Pinkerton. His mother has been in touch with me as well. As things now stand, the lieutenant plans to wed Madame Butterfly on Tuesday next. He has asked me, as American consul, to witness the ceremony. I am afraid there is nothing I can do about a church ceremony, more's the pity. Pinkerton strikes me as somewhat of a rogue—a girl in every port, you might say.

Best wishes,
Bill

* * *

October 16

Memo to the files: Attended the Pinkerton wedding. Aside from my agreeing to handle the rents on his home till the fleet returns (strictly against regs but Pinkerton agreed to write his mother if I would do so), that should be the end of the case. Sharpless

* * *

July 1

Mrs. Mary Pinkerton
Worcester, Mass., USA

Thank you so much for your kindness in sending me the box of brownies. Your accompanying note informing me of the marriage in Worcester of your son did indeed come as a surprise. Please convey my best wishes to the happy couple, and I would appreciate it, incidentally, if you could have the lieutenant communicate with me posthaste concerning a certain financial matter involving rents.

Sincerely yours,
Wm. Sharpless
U.S. Consul

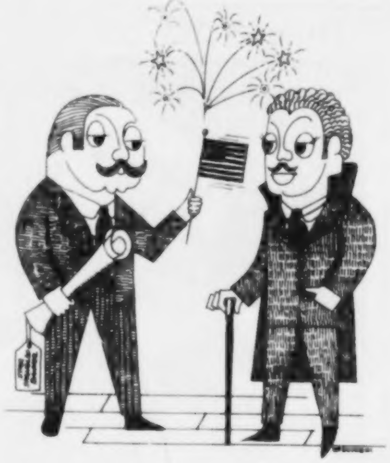
* * *

August 1

Memo to the Ambassador
Subject: Brownies

The box of brownies and piece of stale wedding cake to which you refer undoubtedly was sent by Lt. Pinkerton's mother. Although I understand the pouch officer's point of view (he has been most patient all these months), the Protection Section really does have insufficient resources in its slush fund to purchase mousetraps for the Communications Unit.

* * *



September 6

Mrs. Kate Pinkerton
29 Melville Place
Boston, Mass., USA
Dear Madam:

Thank you for your letter informing me of your forthcoming visit to Nagasaki and your anticipation at meeting me as well as Madame Butterfly and her "grandson." I am sure that we shall have considerable time to chat when you arrive and I can discuss your many questions at that time. I might say at this point, however, that Trouble is a very common Japanese name and certainly has no, in your words, "special significance."

Sincerely yours,
Wm. Sharpless
U.S. Consul

* * *

November 3

Memo to the Ambassador
Subject: the Pinkerton Affair

When may I speak with you personally, Mr. Ambassador?

* * *

November 5

Sergeant Takahashi
Police Department
Nagasaki

The Consulate wishes to express its sincere appreciation to your office for the assistance rendered in the unfortunate Butterfly case. I might add, apropos your earlier allusion to "ugly Yankee," that Lt. Pinkerton has upon further reflection agreed to face up to his Manly responsibilities—and to his old Mum as well when she finds out.

With highest regards,
Wm. Sharpless
U.S. Consul

* * *

November 6

Mrs. Mary Pinkerton
Worcester, Mass., USA
Dear Mrs. Pinkerton:

Your son Lt. Pinkerton and his wife Kate have asked me to write to you concerning a combination of circumstances which makes it imperative that you arrange for the purchase of a crib and suitable accoutrements for a small child. They and said child will be arriving shortly in Boston and will provide additional details, including the significance of the child's name, at that time.

Sincerely yours,
Wm. Sharpless
U.S. Consul

December 10

Memo to the Ambassador
Subject: The Pinkerton Affair

One curious detail on this whole sorry matter. An Italian fellow visited the office today—name of Pinckney or Pucci or some such. Claims he's a composer and turned out to be quite interested in the Pinkerton/Butterfly matter. I don't think there's anything to be concerned about. However, I intend to check him out with Giacosa at the Italian Consulate.

December 11

Memo to the Cultural Officer
Subject: National Anthem

Signor Giacosa at the Italian consulate approached me today about obtaining a copy of "The Star Spangled Banner." Apparently one of his countrymen, a Mr. Puccini, is interested in using the theme in one of his new operas. If you've got a spare copy to give him, perhaps you could send it over. I can't see any harm in waving the flag, so to speak, can you?

Regards,
Bill ■

News Highlights

Health insurance 'open season' starts Nov. 22

An open season on health insurance for State employees and retirees—premiums will increase an average of 24% in 1983, for both the Government and individual subscribers—will start November 22 and run through December 10. During the open season, employees and annuitants are permitted to change plans or options, or switch from a "self only" enrollment to a "self and family" enrollment, without restriction.

"Enrollees will find," said the U.S. Office of Personnel Management, "that the new benefit packages are, taken as a whole, equivalent to coverage being offered this year. Some carriers will show modest shifts in benefit provisions, but none have been allowed to add new benefits which would substantially increase premium costs to enrollees and the taxpayers."

Changes made during the open season become effective in January. All employees and annuitants are to receive a new brochure for the plan in which they are presently enrolled, and a new premium rate booklet, prior to the start of the open season. Each employee will also receive a copy of the "Enrollment Information and Plan Comparison Chart," a detailed booklet describing enrollment procedures and important program information, together with a chart which provides a comparison of benefits offered by all of the plans in the federal health benefits program. This booklet is available to annuitants on request. Informational copies of brochures for all of the plans in the program are to be made available to employees and annuitants during the open season. ☐

Insurance programs won't pay for abortions

In a letter to all organizations participating in the federal employees health benefits program, the director of the U.S. Office of Personnel Management, Donald J. Devine, has called attention to the fact that, under a new law, abortion benefits will no longer be permitted in the program after January 1. The law was adopted by Congress on October 1.

Mr. Devine explained that it is binding on the program, and on all plans in it, regardless of provisions which may have resulted from contract negotiations with the carriers earlier this fall. He said it supersedes any contract provisions arrived at in those negotiations. Present health benefit contracts, including several which provide abortion benefits, expire on December 31. ☐

Employee donations will go where targeted, U.S. says

"Let there be no mistake about it—every penny that a donor in the Combined Federal Campaign (STATE, October) designates as a gift to a particular agency participating in the campaign will go the the recipient specified by the contributor—and no place else." This assurance has been given by Donald J. Devine, director of the U.S. Office of Personnel Management, which runs the campaign.

"Donor designations are absolutely binding," he said. "A contributor who earmarks a gift for a particular charity can rest assured that the designation will be effective."

This fall's campaign is operating under entirely new rules announced earlier this year. Federal employees who contribute to the annual fundraising drive, whether by lump-sum gifts or through payroll deductions, may specify that some or all of their gifts go directly to one or more participating charities. Donors are encouraged to specify.

In the event that a contributor chooses not to designate where a gift should go, then it is distributed to a variety of charities at the discretion of the local principal combined fund organization—the umbrella groups of charitable agencies in the campaign. ☐

Tax returns from overseas

The U.S. comptroller general has issued a report recommending that the Internal Revenue Service train special auditors to examine the returns filed by U.S. citizens abroad. The report, entitled "Special IRS Examination Procedures Are Needed for Certain Returns Containing International Tax Issues," was issued August 27. ☐

Ex-consul, cleared in '79, guilty in new visa case

A former consular officer in Nassau who was found not guilty of visa fraud nearly three years ago has since pleaded guilty in a separate case, also involving visa fraud. The defendant was A. Stephen Vitale, who was sentenced recently by a federal judge in Miami to a year in prison (nine months were suspended) and five years on probation. In addition, he was fined $10,000.

An investigation by the State Department's Office of Security revealed that, from July 1975 to June 1977, Mr. Vitale accepted money and visa applications from William L. Neng, a New York visa broker who subsequently cooperated with the Government and received a six-month sentence. In return for the money, Mr. Vitale approved and issued immigrant and nonimmigrant visas, the indictment charged, without diligently, faithfully and effectively reviewing the applications for fraud.

Mr. Vitale pleaded guilty of conspiring with Mr. Neng to defraud the United States, according to the indictment, of its right to have the visa issuance process conducted in an honest, impartial manner, free from corruption and improper influence. ☐

Consular officers in Spain help crash survivors

American consular officers assisted the survivors of a New York-bound chartered DC-10 airplane that crashed on takeoff at Malaga airport in Spain, September 13. It was carrying 380 passengers, including 210 Americans. Forty-nine were killed.

First on the scene was Roberta Aaron, consular agent at Fuengirola. She was joined by consul general John Clark and consul Mary Ann Gustafson of Seville. Two consular officers arrived from Madrid. The team set up a control center in Torremolinos and quickly established connections with the Department and Embassy Madrid, where consul general Blaine Tueller supervised the effort. ☐

Foreign missions office

A new Office of Foreign Mis-

New employee at State is investigating vulnerability of computers

Karen G. Deneroff, who joined the Bureau of Administration's Information Systems Security Staff only last July, is coordinating a program designed to evaluate the vulnerability of our computer systems to various threats.

Termed a "risk analysis" program, it's required by a circular issued in 1978 by the Office of Management and Budget. The program is intended to provide managers with information on how much it would cost to protect a particular system. The threats could be fire, flood, mechanical or electrical disruptions that might cause computer delays—and threats of dishonesty, like fraud, sabotage and unauthorized disclosure of sensitive information.

"The protection of sensitive information—that's the largest area we're dealing with here at State," said Ms. Deneroff, a Civil Service officer who received her training in computer security at the Internal Revenue Service. Employed there from 1974 until she joined the Department, she was an auditor for two years, then entered their systems analysis training program. She went on to specialize in computer security and eventually implemented that agency's risk analysis program. Before joining Internal Revenue, she attended William and Mary College and Virginia Commonwealth University.

Ms. Deneroff. *(Photo by Donna Gigliotti)*

In an interview with STATE, Ms. Deneroff explained how risk analysis will work in the Department. "If we were to conduct a risk analysis in your office," she said, "we would first determine your information assets—that is, the kind of information you are trying to protect. We'd also survey the physical assets—the location of your office and the layout of the computer equipment. Then we'd determine what threats are most likely to harm these assets.

"We may find, for example, that your computer system is exceptionally vulnerable to fire. So the next step would be to calculate how much it would cost to recover the lost assets if a fire did occur.

"We would then estimate the expected occurence rate of each threat, in terms of years. We would say, for example, a fire is likely to occur in this area of the building every 10 years—or 100 years, or 1000 years." These projections would be based on a variety of sources, including historical data, statistics from the weather bureau, information from other agencies, and so forth."

Ms. Deneroff continued: "All of this information is then converted into an estimate of how much a threat's occurrence would cost on a yearly basis. It's reasonable to assume that you don't want to spend more to protect a computer system than you'd lose if the threat occurred—unless it's very critical top-secret information involving national security and human lives. In a case like that, there's a moral obligation to protect employees.

"The results of the analysis would then be sent to managers along with recommendations for improvements. We test various safeguards. Maybe the chance of a theft, for instance, could be lowered significantly just by putting a guard at the door. If so, we'd calculate how much that guard would cost. This knowledge would enable managers to make informed decisions on selecting those safeguards for computer security that are cost-beneficial."

Besides developing the implementation policy for the program, which is expected to get underway early next year, Ms. Deneroff has been involved in evaluating the impact of a power outage that occurred in the Department on September 13—a Monday. "One thing we've learned from that evaluation is that having a risk analysis program *before* an incident occurs is better than waiting until an incident occurs and then assessing the damages afterwards."

—DONNA GIGLIOTTI

sions, reporting to the Office of the Under Secretary for Management, has been established in the Department pursuant to the Diplomatic Reciprocity Act (STATE, August/September 1980). It began operations October 1. ☐

Notice on annual leave is issued

Employees and supervisors were reminded in a Department Notice of September 30 that, as the end of the leave year approaches, consideration should be given to the scheduling and use of annual leave which may otherwise be forfeited. The 1982 leave year ends January 8, 1983.

When approved in writing by an authorized official, the notice said, annual leave in excess of current carryover maximums may be restored, if such leave is unavoidably forfeited at the end of the leave year through administrative error, exigency of the public business, or sickness. One of the preconditions for restoration of forfeited leave is that it must have been requested in writing prior to November 28, 1982.

"While employees have an obligation to request annual leave in a timely manner, failure on their part does not relieve management of its responsibility to assure that an employee's leave is scheduled for use, even though the leave may have been cancelled earlier in the leave year," the notice said.

It continued: "When an approving officer or other responsible official cancels an employee's scheduled annual leave, that officer must prepare a statement, dated and signed, *at the time of cancellation*, stating why that officer cancelled the leave, and describing the specific operational demand or period of sickness, with its inclusive dates, which caused the cancellation." ☐

Foreign military aircraft

Responsibility for diplomatic clearances of foreign military aircraft has been transferred from the Office of the Chief of Protocol to the Bureau of Politico-Military Affairs, Office of the Executive Director. All requests and inquiries now should be presented to the bureau. ☐

Open Forum Journal: new editorial board

Eric E. Svendsen, chairman of the Secretary's Open Forum, has announced the 1982–83 appointments to the editorial board of the quarterly Open Forum Journal. In addition to Mr. Svendsen, who is the editor, the board members are:

Carol A. Becker, Bureau of Public Affairs, Office of the Historian; *Kenneth C. Brill*, Bureau of Near Eastern and South Asian Affairs, Office of Egyptian Affairs; *Edward C. Malloy*, Bureau of Politico-Military Affairs, Office of Nuclear Policy and Operations; *Mary Jeanne Reid Martz*, Embassy La Paz; *Thomas J. Miller*, Bureau of Near Eastern and South Asian Affairs, Office of Israeli and Arab-Israeli Affairs; *William R. Miner*, AID, Bureau for Near East Affairs, Office of Technical Support; *Frederick Quinn*, USIA, Voice of America, Office of Personnel; *Priscilla B. Stowe*, Bureau of Intelligence and Research, Office of Economic Analysis; *Lesley M. Vossen*, USIA, Office of Public Liaison; *Paul Washington*, Foreign Affairs Information Management Center, Publishing Services Division; and *Sanford (Whitey) Watzman*, editor, STATE. *Mary E. Grant* of the Policy Planning Staff serves as editorial assistant.

Under Secretary *Lawrence S. Eagleburger*, left, spoke at the Secretary's Open Forum on September 22. With him is chairman *Eric E. Svendsen*. (*Photo by Glenn E. Hall, Visual Services*)

"The Open Forum Journal seeks to provide Foreign Service professionals an opportunity to express their views on foreign policy issues," Mr. Svendsen said. "We publish articles which typically expound new or alternative proposals, which not merely describe a situation, but also propose solutions."

Mr. Svendsen pointed out that appearance of an article in the journal does not imply editorial board endorsement of its proposals—"only that the ideas it contains are worthy of consideration and deserve a hearing."

The classified polication is distributed to bureaus and offices in the U.S. foreign policy community—in Washington and at overseas posts. In addition, members of the Secretary's Open Forum receive free copies. Deadline for the next issue is December 24. Manuscripts should be sent to Chairman, Secretary's Open Forum, Room 7419, Washington, D.C. Telephone 632-8790. ☐

Couriers elect Daymont

Mr. Daymont

Mr. Durbin

Veteran courier Henry Daymont was elected president of the U.S. Diplomatic Courier Association at its 19th annual meeting, at Fort Myer Officers Club in Arlington, Va., October 2. Mr. Daymont succeeds Alfred J. Verrier, who was chosen as liaison officer—a new post. Other new officers are John Durbin, vice president; Mary Warner, secretary; and Jack Grover, historian and special projects officer. ■

Appointments

Holdridge is tapped for new assignment: envoy to Indonesia

President Reagan has announced his intention to nominate John H. Holdridge, assistant secretary for East Asian and Pacific affairs, to be the new ambassador to Indonesia. He would succeed Edward E. Masters.

Mr. Holdridge

Mr. Holdridge joined the Foreign Service in 1948. After taking Chinese language training at Cornell and Harvard, he was assigned to Bangkok as an information officer. From 1953 to 1956 he was a political officer in Hong Kong. He later held assignments as chief of the political section in Singapore, 1956–58, then as an international relations officer and officer-in-charge of political affairs, Office of Chinese Affairs, in the Department, 1958–62.

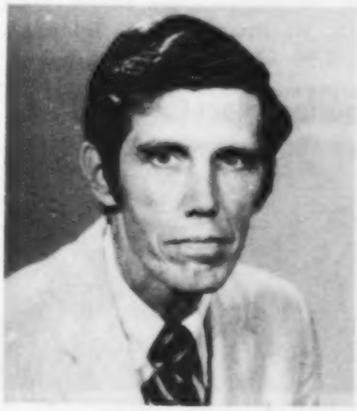
In 1962 he became chief of the political section in Hong Kong. Four years later, he was appointed deputy director, Office of Research and Analysis for East Asia and the Pacific and, later, office director, serving until April 1968.

He then was detailed to the National Security Council, where he served as the senior staff member for the Far East.

In 1973 he was named deputy chief of mission of the U.S. liaison office in Beijing, People's Republic of China. In July 1975 he was appointed ambassador to Singapore. After three years in that post, he returned to Washington to become the national intelligence officer for East Asia with the National Intelligence Council. He has been assistant secretary since May 1981.

Mr. Holdridge was born in New York on August 24, 1924. He was graduated from the U.S. Military Academy with a bachelor-of-science in 1945. He served in the Army from 1942 to 1948 as a first lieutenant. Mr. Holdridge won the Department's Superior Honor Award in 1967. He received, in 1974, the Christian Herter Award from the American Foreign Service Association for his reporting and analysis of events in China. He is married to the former Mary Jane McKelvey; they have two sons, David Vance and Geoffrey Malcolm, and a daughter, Patricia Marie. □

Correction



Mr. Oakley

In the article announcing that career minister Robert Bigger Oakley had been named by President Reagan as ambassador to Somalia (STATE, October), the photograph published with the story was *not* that of Mr. Oakley. The correct official photo of the new ambassador appears above. STATE regrets the error.

Chairmanship of Inter-American Foundation

President Reagan has announced his intention to nominate Victor Blanco to be a member of the board of the Inter-American Foundation, for a term expiring September 20, 1988. He would succeed Peter Taylor Jones. The President said he would designate Mr. Blanco as chairman.

He is currently serving as president and chief executive officer of Multiple Medical Management, Los Angeles. He was with Abbott Laboratories in Chicago, Illinois, in 1976–1978. In 1963–1976, he was with the Children's Hospital of Los Angeles.

He was graduated from La Progresiva De Cardenas, Cuba, with a science degree. He also attended the University of Havana School of Veterinary Medicine, 1954–1957. He is married, has two children and resides in Arcadia, Calif. He was born August 26, 1936. □

People at State

President Reagan has announced his intention to nominate **Stephen W. Bosworth,** deputy assistant secretary for inter-American affairs, to be a member of the board of the Panama Canal Commission . . . **Kenneth D. Thomas** is the new chief of the Washington Finance Center, Office of the Comptroller.

Atlantic tuna appointment

President Reagan has appointed John S. McGowan, of California, as U.S. commissioner on the International Commission for the Conservation of Atlantic Tunas. ■

Ship panel to prepare for London meeting

The panel on bulk cargoes of the Shipping Coordinating Committee will meet November 17 at 10 a.m. in Room 3201 of the Coast Guard headquarters building, 2100 Second Street S.W.

The purpose of the open meeting is to review progress of position papers for presentation at the session on containers and cargoes to be held in London. Particular comments will be directed to the Code of Safe Practice of Bulk Cargoes, including Appendix B entries for ammonium nitrate, fumigation of grain charcoal and coal. □

On the Job (in 1812)

Joel Barlow's last days

A sequel

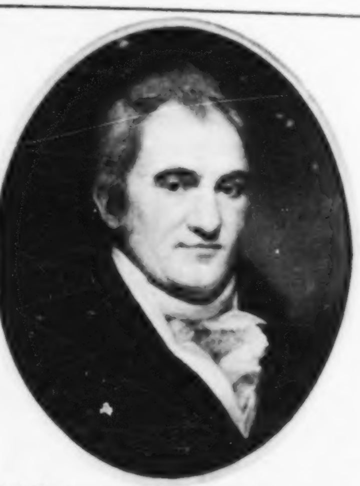
By Alexander Almasov

The author is the branch public affairs officer at the U.S. consulate in Krakow, Poland.

THE JOEL BARLOW story that appeared under William Sommers' byline last May in STATE magazine has a sequel that recently was played out here. Mr. Barlow was the early-19th-century diplomat who dealt with the Barbary pirates and helped free 145 U.S. hostages. Later, while on a diplomatic mission in Poland at the time of Napoleon's winter retreat from Moscow, Mr. Barlow contracted pneumonia and died. And, as Mr. Sommers reported, he is buried in Poland near the small village of Zarnowiec.

The latter-day development is that U.S. Ambassador Francis J. Meehan, on a visit in Krakow last August, met at the U.S. consulate with Stanislaw Piwowarski, a local historian and great-great-great-grandson of a Polish soldier whose life Mr. Barlow saved in that winter of 1812. Until this meeting, the circumstances of Mr. Barlow's death— that he contracted his final illness while saving the life of a Polish soldier—were little known outside the Piwowarski family.

Mr. Barlow, who had followed Napoleon as far as Vilna, was returning to France with the retreating Grande Armee when, passing through Poland, Ambassador Meehan was told, he took into his sleigh a half-frozen Polish soldier of Napoleon's army, Adam Piwowarski. Mr. Barlow found Mr. Piwowarski lying in the snow by the road. The soldier was too exhausted to continue on his way to the small village in southern Poland which was his home. The American diplomat took the soldier to the nearest post station, in Zarnowiec, some 40 miles from Krakow. There, Mr. Barlow himself fell ill with pneumonia, took to his bed in the station and, a few days later, died. He was buried in a churchyard near Zarnowiec.



Joel Barlow, an oil portrait by Charles Willson Peale. *(Diplomatic Reception Rooms)*

Mr. Piwowarski recovered and, after spending a short time with his family, decided to join Napoleon's troops again. He fought in the battle of Leipzig in 1813 and later that year returned to Poland with the bulk of his compatriots who had fought in the French army.

Grateful to Mr. Barlow for having saved his life, and wanting to commemorate the American diplomat, Mr. Piwowarski placed a plaque in his memory in the Zarnowiec church, where it still is. The Piwowarski family has kept alive the tradition of the encounter between their ancestor and Joel Barlow, and materials gathered by Stanislaw Piwowarski served as the basis for an article on the incident 170 years ago, which appeared last month in Poland's largest circulation weekly.

For the information, incidentally, of those who are interested in reading more about Mr. Barlow, there is, in addition to the Sommers article, a piece in the December 1981 issue of the Dartmouth University alumni magazine. Its author is Foreign Service officer Peter Bridges, deputy chief of mission in Rome. ■

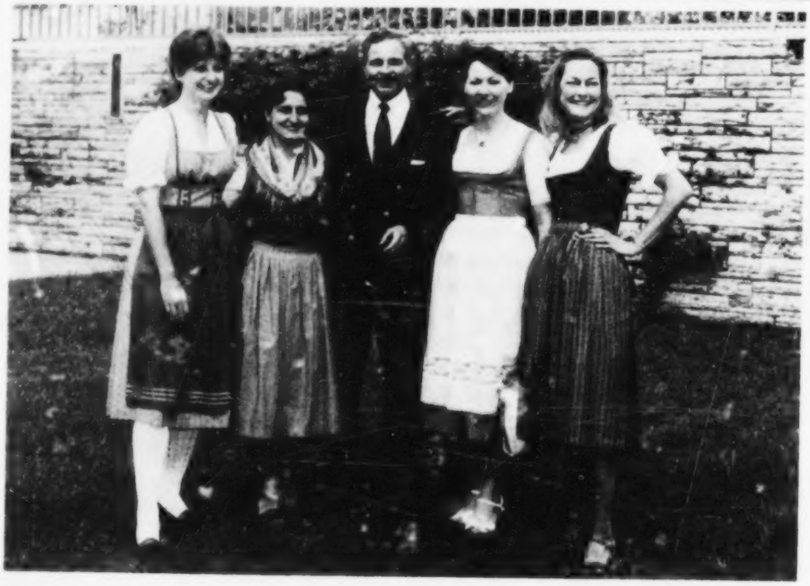
KRAKOW, Poland—Ambassador *Francis J. Meehan*, left, with *Stanislaw Piwowarski*.

Foreign Service Fashions

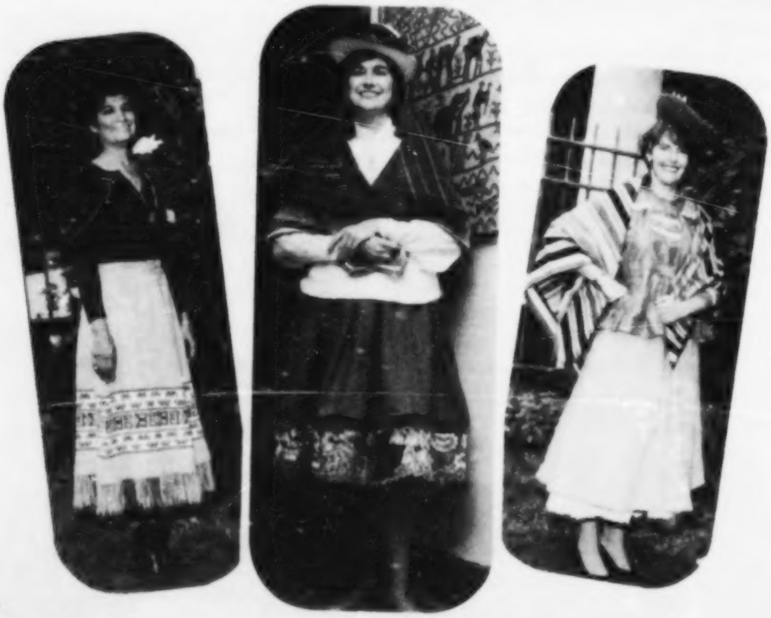
Striped pants are out . . .

Dirndls, etc., etc., are in . . .

THAT OLD STEREOTYPE of the American diplomat clad in a cutaway and striped pants has faded away, and get this: *There is no new sterotype to take its place.* In other words, there is no single "uniform" for Americans in the Foreign Service. Instead, depending on where an American and his or her family might be serving around the globe, the male types in off-hours could be wearing (get this:) a kikoy, a kandoura or a shapka, while the female types might choose to wear in unofficial moments (get this, too:) a dirndl, a khanga, a burka, a boubou, a choli, a kuchi or a katsura. So the moral of this story, of course, is that it's pointless to think in terms of stereotypes because Foreign Service fashions are as diverse as the individuals who wear them and, now get this: You'll never get any of these Americans to agree that the costumery of some other country is superior to that of the nation in which they're serving. Hence, there can be no standard today, unless there is a return to striped pants (with appropriate modifications to fit the females who have been recruited to the Service in this decade).



MUNICH, West Germany—Consul general *Carroll Brown* is the only person in this picture *not* wearing a dirndl. Those who are, from left: *Alicia Taurence, Gina Menditto, Kathy Chandler, Kay Kuhlman.*



LIMA, Peru—Secretary *Melissa Markey*, right, wears blouse and skirt from Cajamarca, where Spaniards killed the Inca king. Secretary *Sandra Odor*, center, sports outfit from Huancayo, with hand-embroidered manta from Ayacucho. Secretary *Georgia Medina*, left, wears skirt with design typical of the Chancay civilization, which antedated the Incas.

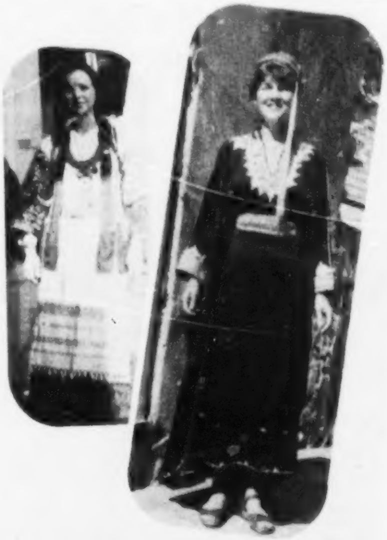
All these facts emerge from a post survey by STATE magazine that prompted responses from men and women in each of the Department's five geographic areas. Basically, they were asked: "What items of foreign apparel are you wearing?" and "Tell us something about them."

The dirndl

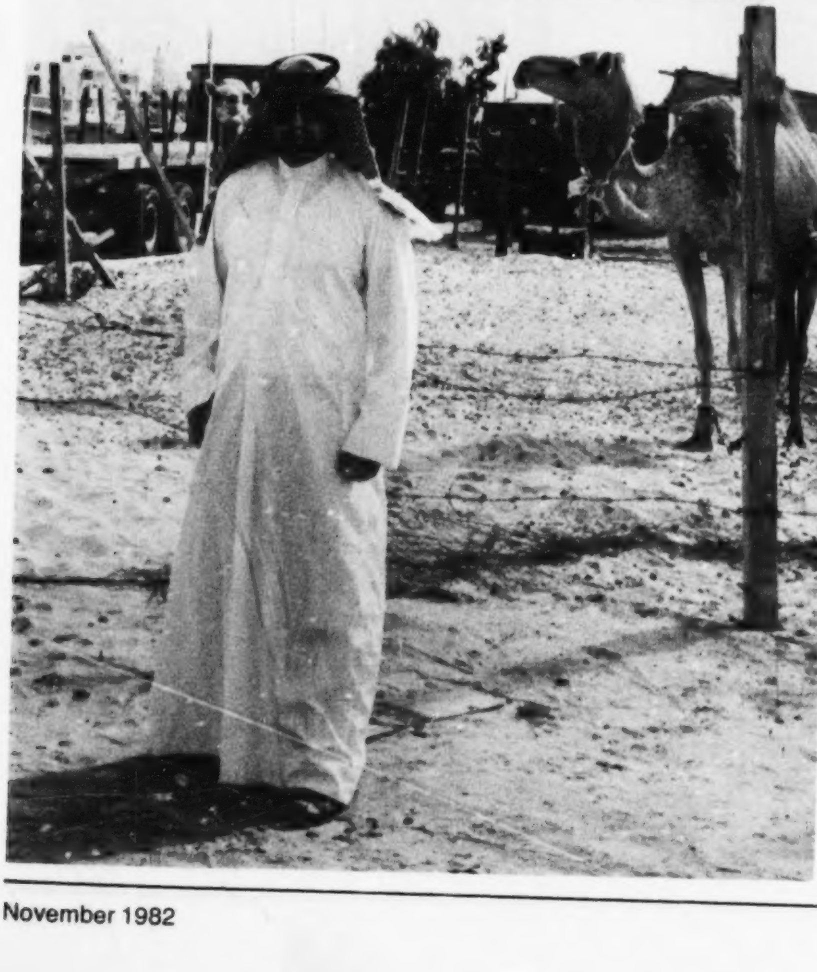
"When your cable crossed my desk in Munich," replied Kay R. Kuhlam, commercial officer at the U.S. consulate general there, "my first thought was why not submit something on the dirndl, the typical Bavarian dress. I had just purchased a dirndl, after long admiring them in local store windows and on the Bavarian 'natives,' and I thought this might be a good chance to show off my new acquisition to friends around the world. The more I thought about the idea, the more I realized that not only was I not the only American in the consulate with a dirndl, but also that many of our Foreign Service nationals wear these dresses to work on a regular basis. Why not, then, take a group picture to submit to STATE?

"So was born the idea of 'Bavarian Day' at the consulate general. (We were originally going to call it 'Dirndl Day,' but this sounded too sexist, as some of our male staff also have Bavarian outfits. However, as the picture shows, our men are shyer about showing up in national plumage.)

"While the dirndl comes in a variety of styles, and an even greater variety of colors (too bad the magazine is in black and white), the dress is usually three-piece: a blouse, a jumper-type dress, and an apron. It is this apron that typically makes an American think of a waitress when he sees the dress, but it is an integral part of the outfit. Even formal dirndls for evening wear, which never see the inside of a kitchen, have the traditional apron. The daytime dirndl is usually made of cotton or a cotton blend, but formal dirndls can be made of silk, brocade or taffeta. Regu-

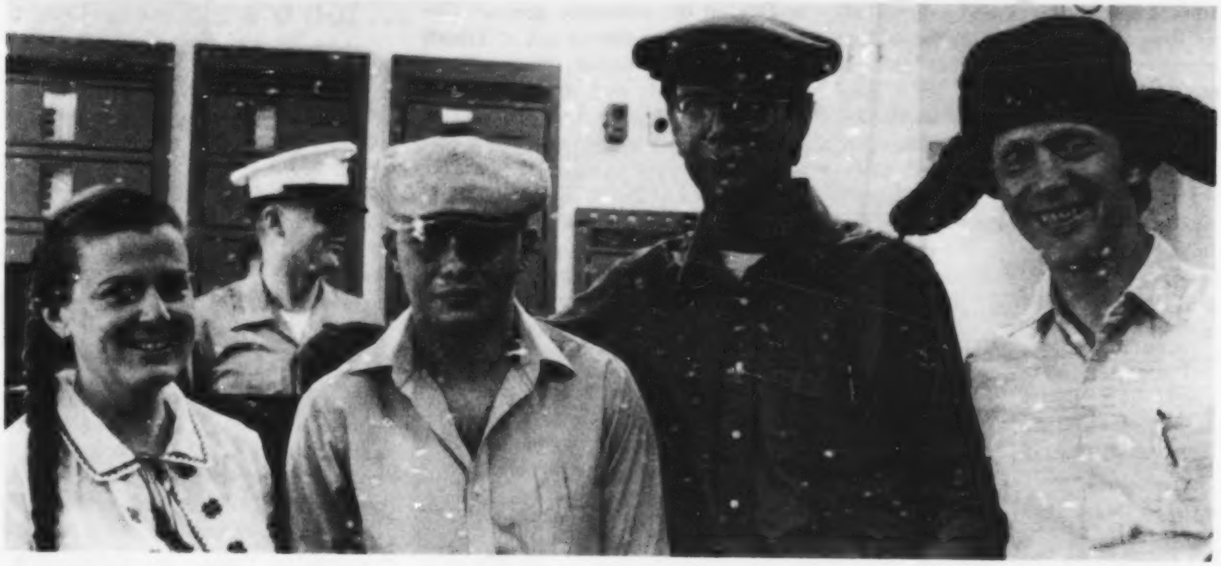


ATHENS, Greece—*Jo Hahn*, right, in black polyester caftan, with hat worn by Evzones, who guard the Tomb of the Unknown Soldier. *Patty Rhodes* of security section, left, shows off a 150-year-old Attica dress known as Arvanitika.



ABU DHABI, United Arab Emirates—Political officer *John Klekas*, wearing a kandoura, poses with two of his neighbors near his home here. *(Photo by John Klekas)*

MUNICH, West Germany—Consular officer *Brian M. Flora* in Bavarian hiking gear.



MOSCOW—From left: *Robin Griffiths* (Liaison), wears hand-embroidered Ukrainian blouse. *Kenneth Shipley* (Marine guard) and political officer *Kent Brown* wear hats serviceable all year. Political officer *William Hill* demonstrates one way to wear the invaluable shapka, used by both men and women all winter and made from fashionable furs. Marine in the background is *Lee Proctor*. (Photo by Brook Amos).

Secretary *Fran Vall*, in kimono and katsura (wig), in Sapporo, Japan. On left she's in a kuchi, a dress worn by nomad women in Afghanistan. Ms. Vall is currently assigned to Khartoum, Sudan.

lar dirndls can cost as little as $100, while the floor-length evening versions can run upwards of $1,000. Waitress outfits they are not!

Accessories

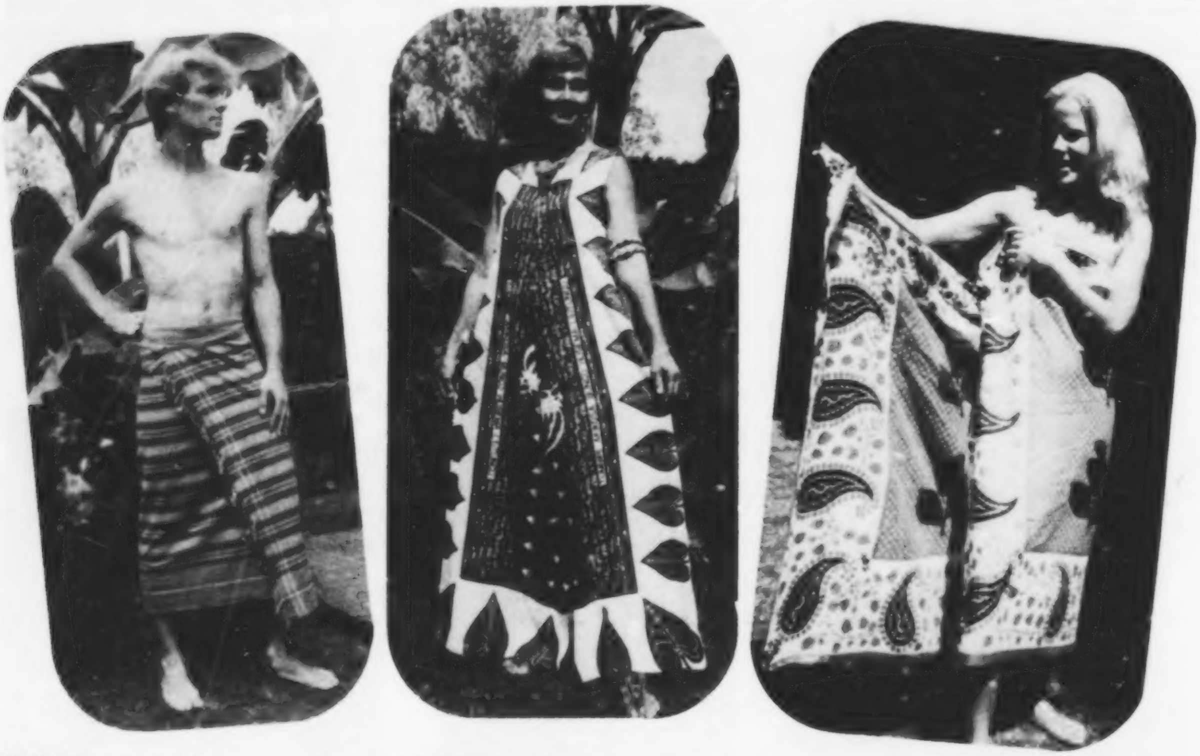
"The basic dress also has an assortment of traditional accessories: fringed shawl, buckled shoes, wool sweater, nubby socks, and jewelry. The jewelry is usually silver, but accented with native stones (mountain crystal, garnets, topaz, amethysts) and native animal parts (boar bristles, deer teeth, various claws and bones, and other strange-sounding but attractive-looking odds and ends).

NEW DELHI, India—*Janet Hawley*, **right, models the Chooridar pajama, which is both day and evening wear.** *Linda McBrearty*, **left, is fitted for a sari.**

"Unlike many national costumes, the dirndl is not meant just for special occasions. On any given day in Bavaria one can see literally dozens of the dresses being worn, by old and young, rich and poor, skinny and fat (an advantage of the dirndl—it seems to flatter any figure). Of course, national holidays and special occasions like the Oktoberfest bring out more dirndls, but the point is that, while the dirndl is a national dress, it is not a costume. Our Bavarian Day at the consulate, with a heavier-than-usual concentration of

CAIRO, Eygpt—*Elizabeth Dickinson* **goes shopping.** *(Photo by Marian Precht)*

ATHENS—Communications officer *T. R. Rhodes* **wears cap that is especially popular with Greek fishermen.**



NAIROBI, Kenya—*Kate Benson*, **right, shows how to wrap a khanga.** *Andy Benson*, **left, wears a kikoy.** *Janis Benson*, **center, models a tent dress made from khangas.**

dirndls, didn't draw a single stare or comment from consulate visitors; it was business as usual!"

Kenya: K^2

Meanwhile, one continent to the south, the family members of cultural affairs officer Philip A. Benson clothe themselves at times in the native garb of Kenya. Janis Benson, his wife, writing from the capital at Nairobi, reported:

"Dorothy Lamour was so right when she said: 'there's nothing sa-rong about a sarong!' Here in Kenya we wear the equivalent of that island garb, called, for the women, a khanga, and, for the men, a kikoy. These are large pieces of cotton fabric about 50-by-60 inches. Khangas are printed in lovely patterns in bright colors, with an intricate border design. A kikoy is a slightly heavier cotton, always striped, with a fringed edge.

What to wear . . .

The following is from "General Instructions to the Consuls and Commercial Agents of the United States," published in Washington in 1838:

"The consular uniform, prescribed in the standing consular instructions, is abolished, and the following substituted, viz:

"Vest and small clothes of white, and navy buttons; the former to have ten in front, and four under each pocket flap. With this dress, a cocked hat, small sword, and shoes and buckles are to be worn. The hat to be furnished with gold loop, gold tassels, and black cockade, with gold eagle in the centre; added to which, it is to be understood that the mountings of the sword, and shoe and knee buckles, are to be gold; otherwise gilt."

"A khanga is most commonly worn as a sort of apron. Tied around her waist, it protects the woman's dress as she works in her garden or the field. Slung over her back and fastened securely across her chest, it provides a safe 'back pack' for her baby. Often a matching bit of cloth is tied, turban-style, around her head.

Great on a safari

"I have a number of khangas and kikoys and use them in a variety of ways. I'm never without them on a safari. On the long dusty drive through a game park I wear one as a skirt. If the dust is swirling through the windows, I put a khanga over my head and face, Bedouin-style. The cloth is thin enough to see through, but it filters out dust and grime. Khangas and kikoys make beautiful tablecloths, and I often use them instead of towels, when camping.

because they dry so fast. They make good wraps on chilly mornings and, if the sleeping bag is too warm, I use my khanga as a sheet.

"They are indispensable on the beach. Just wrap a khanga around your body and tie the crossed ends around your neck to cover a wet bathing suit. Then you can discretely take the suit off underneath—a portable dressing room!

"Shirts and dresses are also made from this fabric. The only trouble with khangas is that they always have an old proverb in Swahili printed on the border. I usually don't worry about what they say, because often the shopkeeper doesn't even know. I once had my husband's secretary translate some of my khangas. One says: 'Together is better than apart.' Another says: 'The monkey who cannot reach the grapes says they are rotten.' Fair enough. I was, however, a bit taken aback when I learned my favorite khanga dress said: 'No one can make a baby without being naked.' THAT'S one I hope no one can translate!"

DAKAR, Senegal—AID's *Christine Lyons* models a boubou, made from tie-dyed cloth and designed by her.

PESHAWAR, Pakistan—*Jennifer Austrian*, 12-year-old daughter of Michael and Sheila Austrian, wears a burka. Pakistani women clad in burkas do manage to negotiate traffic and carry babies and parcels, but Jenny finds it claustrophobic to wear for more than a few minutes.

The bottom line

The upshot of the survey was that striped pants, except for certain occasions, are out . . . out . . . out (were they ever really in?). And they'll never come back. It's probably safe (but don't quote the editor) to go overseas without a pair. ■

Information 'Key'

New TAGS Handbook is coming off the presses

It will show the most frequently used subject terms

BY WILLIAM A. PARKS

The author is chief of the Information Acquisition and Processing Division in the Department's Foreign Affairs Information Management Center.

A REVISED TAGS* Handbook—the key to information organization and retrieval in the Department—is being prepared for distribution next month. This new edition shows the most frequently used subject terms for each TAG. These terms are structured at a general level to have worldwide applicability.

Mr. Parks

However, identification of more specific subjects requires the local, the user, perspective. Users should refine and add to the subject terms included in the new TAGS Handbook. In this way, you, the system users in the Department and at posts worldwide will contribute to the evolutionary development of a vocabulary that will be consistent, that will provide accurate information organization, and that will ensure compatibility among all users and systems.

Your terms will be extracted automatically from titles for entry into the Department's central foreign policy files. To insure this consistency in worldwide information resources, these additions and refinements must be coordinated with the Foreign Affairs Information Management Center at State. Instructions for contributing to this foreign affairs indexing vocabulary are included in the TAGS manual.

Other new developments

The new (January 1983) edition of the handbook coincides with other significant changes in the Department-wide information process: word processors, minicomputers and systems to link them have evolved and are maturing; nearly 1,000 officers and support staff have been trained and are using the Department's Central Foreign Affairs Information System; an awareness of both the value and potential danger inherent in paper records at terrorist-threatened posts has emerged and come into sharp focus.

As new automated methods for handling information have become available, there has been a rush to acquire rather than to prepare for effective use. Fortunately, the designers of this new generation of systems have also made available means for interconnecting different devices electronically. Plans for system linkages, now under development, have become the second factor in the foundation of an information system. The final factor—systematically organizing information for use—com-

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***TAGS acronym translation**

TAGS stands for traffic analysis by geography and subject. The system was originated in 1973 as the basis for organizing the automated central files of the Department. Since then TAGS* have grown in use and have become a familiar "handle" for everyone interested in finding information in the Department's central automated information system.

TAGS have also gone on to daily use in other federal agencies, and have become a key factor in the automated distribution of State Department documentation. Now TAGS, with the addition of subject terms, are becoming the key to a new filing technique for automated office systems and for paper files.

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*(With the acronym having acquired a life of its own, the plural verb form that follows is correct.)

pletes the system and adds the dimension of effectiveness in using that information.

Without the dimension of intelligent, consistent information organization, systems are limited to either supporting only local office needs or they become single-purpose, minimally-effective "systems." Consistent organization of information across the various systems—at posts and in the Department—will result in compatibility among all the systems, so that everyone benefits.

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'Predictable organization'

The consistent, predictable organization of information is the reason for the TAGS Handbook. And it represents the key to effective use—by everyone—of the data stored in both the central files and in the newly-evolving word processor and minicomputer systems. Effective use is measured in simple terms of accuracy, completeness and timeliness in finding the right information when needed. Additionally, in this edition of the TAGS Handbook, information organization as described (i.e. indexing) can be implemented throughout the Department and posts, for both paper files and automated files, thus merging the two types of information resources. A common indexing framework for all these methods and systems of maintaining information has been very carefully structured from nine years' operational experience in the Foreign Affairs Information System and from numerous extended discussions with persons from various offices and desks. That base is provided in the TAGS Handbook.

Indexing consistency

Many factors bear upon achievement of accurate, comprehensive and timely response, but at the core of meeting these operational goals is the consistency with which information is organized. Without a strong measure of consistent organization, any information system becomes less and less a system and more and more a fractionated collection headed toward chaos.

Since 1973, the Department has developed and refined the TAGS and indexing vocabulary (Thesaurus) to provide automated retrieval to cable traffic, diplomatic notes, memoranda, congressional correspondence and important decision papers. The controlled vocabulary is extremely important in that it provides the basis for consistency in information produced or retrieved to satisfy specific needs. And it provides the necessary compatibility among systems and their users.

Just as the accounting system has a standard set of identifiers or account numbers to identify financial information, so must an information system have a standard set of subject terms or identifiers to provide consistency in organizing information. Consistency between sections within a post that share the same information is obviously paramount to the success of any local information support system. Since information is also exchanged with the Department and other posts, consistency in indexing at this higher level is also important to completing the interlinks between systems and the sharing of information among multiple offices.

Subject index terms

Use of subject index terms in conjunction with TAGS will improve the ability to find and recover information. The TAGS line has already been "set aside" for the purpose of drafter placement of TAGS to identify general subject content. Subject index terms are now to be incorporated in the subject (title) line to provide focus on specific subject content. This format will be critical to processing information retrieval requests on both the TERP (terminal equipment replacement program) machines and the Department's automated information system. And, importantly, it will provide the linkage between local office files and a more descriptive identification of subject content for cables, memoranda, and other types of correspondence.

After you have received your new TAGS Handbook, if you wish to discuss TAGS terms call the information management office on ext. 22857 or 22856. ■

Installment saving beats installment buying. Join the payroll Savings Plan for U.S. savings bonds.

Education and Training

Schedule of courses at Foreign Service Institute

Program	*Dec.*	*Jan.*	*Feb.*	*Length of course*
Administrative training				
*Administrative CORE	—	3,31	28	3 weeks
General Services Operations	—	3,24	21	3 weeks
Personnel Operations	—	—	21	2 weeks
Budget and Financial Management	—	3,24	21	6 weeks
**Coping with Violence Abroad	6,20	3,17	14	1 day
	—	31	28	
**Prerequisite before taking GSO, PER and B & F.*				
***This course used to be available on a walk-in basis. You must now register.*				
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			6 months
Nationality Law and Consular Procedure	Correspondence course			6 months
Overseas Citizens Services	Correspondence course			6 months
Advanced Consular Course	(to be announced)			3 weeks
Executive development				
*Advanced Television Workshop	9	—	—	3 days
Executive Performance Seminar	—	16	—	5 days
Supervisory Studies Seminar	5	—	6	5 days
Executive EEO Seminar	—	25	—	1 day
**By invitation only*				
Political training				
Foreign Affairs Interdepartmental Seminar	—	10	—	2 weeks
Orientation				
Departmental Clerical Orientation	—	17	14,28	5 days
Orientation for Foreign Service Personnel	—	—	14	1 week
Departmental Officer Orientation Program	—	—	14	2 days
Orientation for Foreign Service Officers	—	5	—	6 1/2 wks
Departmental Clerical Orientation	—	17	14,28	5 days
***Secretarial workshops**				
First-Time Ambassador's Secretary's Briefing	Individual			4 hours
Workshop in the Preparation of Travel Vouchers	Individual lab			4 hours
Stenography Laboratory (Advanced)	Individual lab			4 hours
Department correspondence, diplomatic notes and other forms of communication, i.e., telegrams, airgrams, etc.	Individual lab			4 hours
Foreign Service correspondence (diplomatic notes)—*(Foreign Service only)*	Individual lab			4 hours
**Arranged on individual basis (self-paced, instructor-monitored)*				
Clerical workshops				
Telephone Techniques Workshop	3	—	—	4 hours
Clerical skills				
Workshop for Speed and Accuracy	—	10	—	4 weeks 40 hours
Communication skills				
Fundamentals of Writing for Government	—	11	—	5 weeks 20 hours
Workshops for managers				
The Art of Dictation Workshop	Individual and group			4 hours

—*(Continued on next page)*

Point of view

On the need for training in the Foreign Service

By Jack Perry

The author, a former ambassador to Bulgaria, is currently serving as diplomat-in-residence at the Citadel.

SERIOUS-MINDED people defend the idea that, unless training is good, we can't have a good professional Foreign Service.

Mr. Perry

How many officers in the Service would agree with that proposition? I submit that, if asked publicly, most of them would say piously: "I agree." But if they were asked privately—and if the proposition were applied to them personally—they would say: "I agree *in principle*, but I really don't have time in *my* career, right now, for any training."

Training, then, in our diplomatic service is a custom deferentially honored in the breach.

In what follows, I propose to look at the need for training in the Service, the attitude of most career officers toward training, and what might be done about the gap between the two.

The ideal, the reality

The *ideal* for some time has been that training is an integral part of sound professional career development in the Foreign Service, as in the military and elsewhere. This ideal has been upheld by a series of high Department officials, and has enjoyed substantial support in the Congress for a long time. Indeed, with its constant inquiry into the state of language readiness and similar training results, Congress has provided continuing impetus towards a serious attitude about training, both in the Department and at other foreign affairs agencies. The passage of the new Foreign Service Act has imparted much of this impetus to a law: training at several levels is now mandatory, and the Foreign Service Institute is wrestling with the multitudinous problems brought about by this requirement.

But the *reality*, still, is somewhat otherwise. The reality is a small, supercompetitive Service with not enough room at the top for its good officers, and with a traditional disinclination by them to waste time "out of the mainstream"—which they see, emphatically, as including training. Whether we like it or not, most Foreign Service officers have accepted (even advocated) training for the rest of the Service but, for themselves, they figure that a few months or years spent in Rosslyn, Va., or in academia, instead of on the job, would handicap—if not incapacitate—them for progression into those all-too-slender ranks at the top of the career ladder. There are exceptions to this, such as obligatory periods of language training. But the average ambitious officer regards these as minimal exceptions, to be kept as brief as possible.

At the Executive Seminar

During the past year, I had the privilege of serving as the coordinator of the Executive Seminar in National and International Affairs, at the Foreign Service Institute—the old Senior Seminar—and I welcomed the opportunity to observe training firsthand. Much of my traditional outlook was buffeted by the experience.

One useful thing about the seminar was that we had members from all four of the uniformed services, and we spent a considerable time studying military matters. For all the many parallels between military and diplomatic careers, it's the military *attitude* towards training, I found, that stands out as being different. Military service is an integrated career, in which training at all stages is accepted—indeed, welcomed—by almost everyone. (I acknowledge that there is a profound difference between the military person

—(Continued from preceding page)

Program	Dec	Jan	Feb	Length of course
Notetaking for Managers	To be announced (individual and group)			14 hours
Advanced Writing for Senior Managers	—	—	7	22 hours

Area studies and language training

Program	Dec	Jan	Feb	Length of course
Area studies				
Africa, Sub-Sahara	—	24	22	2 weeks
Western Europe	—	24	22	2 weeks
East Asia	—	24	—	2 weeks
Eastern Europe and USSR	—	24	—	2 weeks
Latin America	—	24	22	2 weeks
Near East and North Africa	—	24	22	2 weeks
South Asia	—	24	—	2 weeks
Southeast Asia	—	24	—	2 weeks
Overseas Briefing Center				
Two-Week Family Workshop	—	10	—	2 weeks
English Teaching Seminar	—	—	7	1 week
Regulations, Allowances and Finances in the Foreign Service	—	—	16	3 days
Re-Entry (*Mondays*)	—	—	28	1 day
Language and advanced area courses				
Afrikaans	—	—	7	24 weeks
Arabic (Egyptian)	—	—	7	24 weeks
Arabic (Modern Standard)	—	—	7	24 weeks
Arabic Modern Standard (Advanced in Tunis)	—	—	7	12/15 months
Bengali	—	—	7	24 weeks
Chinese (Standard)	—	—	7	24 weeks
Danish	—	—	7	24 weeks
Dari (Afghan Persian)	—	—	7	24 weeks
Dutch	—	—	7	24 weeks
French	—	10	7	20 weeks
German	—	—	7	20 weeks
Greek	—	—	7	24 weeks
Indonesian	—	—	7	32 weeks
Italian	—	—	7	20 weeks
Japanese	—	—	7	24 weeks
Japanese (Advanced in Yokohama)	—	—	7	12/15 mos
Norwegian	—	—	7	24 weeks
Pilipino	—	—	7	24 weeks
Polish	—	—	7	24 weeks
Portuguese	—	—	7	24 weeks
Romanian	—	—	7	24 weeks
Russian	—	—	7	24 weeks
Serbo-Croatian	—	—	7	24 weeks
Spanish	—	10	7	20 weeks
Swahili	—	—	7	24 weeks
Swedish	—	—	7	24 weeks
Thai	—	—	7	24 weeks
Turkish	—	—	7	24 weeks
Urdu	—	—	7	24 weeks
Familiarization and short-term (FAST) courses				
Chinese	—	24	—	6 weeks
French (Metrop.)	—	10	7	10 weeks
French (Sub-Sah.)	—	10	7	10 weeks
German	—	—	7	10 weeks
Italian	—	—	7	10 weeks
Portuguese (L.A.)	—	—	7	10 weeks

—(Continued on next page)

—(Continued from preceding page)

Program	Dec.	Jan.	Feb.	Length of course
Portuguese (Eur.)	—	—	7	10 weeks
Russian	—	10	—	6 weeks
Spanish (Eur.)	—	10	7	10 weeks
Spanish (L.A.)	—	10	7	10 weeks
Early morning language classes[1]				
Chinese (Standard)[2]	—	—	21	17 weeks
French[3]	—	—	21	17 weeks
German[3]	—	—	21	17 weeks
Italian[3]	—	—	21	17 weeks
Portuguese[3]	—	—	21	17 weeks
Russian[3]	—	—	21	17 weeks
Spanish[3]	—	—	21	17 weeks

[1] —*February 21 start; ends June 17, 1983.*

[2] —*MLAT score of 60 or better or previous language experience required (see Early Morning Announcement for details).*

[3] —*MLAT score of 50 or better or previous language experience required (see Early Morning Announcement for details).* □

and the diplomat, in that training is what soldiers, sailors, Marines and airmen *do* when they're not fighting. Diplomats go full tilt in peacetime, whereas soldiers do so only in time of war. But since soldiers train in wartime as well, the parallel is not a bad one, overall.) The Foreign Service has much to learn from military discipline in terms of accepting the necessity of training, and in working out required career patterns in which training is mandatory.

Linkage with careers

My experience in the Executive Seminar, working with a group of extremely gifted, experienced officials from 11 agencies, showed me that even senior officials can welcome and benefit from training if it is done at an appropriately high level, geared to their professional needs. Some of our group undoubtedly felt at the start of the seminar year that they were losing time in the career race. Once in class, however, they put themselves into our work with enthusiasm, showing an eagerness to learn that was contagious. I watched as the group of 27 got into direct touch with American life at many levels, high to low—carrying on a serious dialogue with our speakers about current problems in national life, inquiring into the national interest at the point of interconnection between domestic and foreign policy.

The group's demonstrated keen interest in improving personal professional abilities left a strong impression on me. I came to believe that if the training is good enough—and shown to be relevant to professional development—the better officers will buy it. They will have lasting, legitimate concerns about disadvantaging themselves in the career derby, however, and these are things the Service must take a good look at.

New efforts

In the past, Foreign Service training suffered perennially from the Department's inability to link training directly with career development. Fresh serious efforts have been made in this direction in recent years. This began with former Foreign Service Institute director Paul Boeker, continued with acting director John Sprott, and is going on now under the leadership of the new director, Stephen Low. An action program for developing training at several levels throughout the career is now in effect, with the new mid-level course the flagship of the fleet, as it were. Ambassador Low has stressed the need for the Foreign Service to work out a "payoff" for training time, in terms of career development. He has noted that this is a conspicuous element in successful military training programs. One way of doing this, now under active development, is to give credit on evaluation reports for efforts made by an officer toward professional improvement through training—credit designed to carry real weight with promotion panels. Another way being investigated by the institute is granting academic credit for institute courses towards the achievement of advanced degrees.

The fundamental question underlying all efforts, I believe, to improve the training function in the Service is: "Can we change the outlook of each Foreign Service officer?" In other words, can we get him or her to accept the fact that time off for training is essential to their functioning best as professional officers? To get to that point, a lot of education will be necessary. Based on my experience over the past year, I would like to set forth some necessary steps as I see them.

Some recommendations

First, we must face up to the basic question: "Training for what?" To my way of thinking, much of the Foreign Service Institute effort in the past has been scattershot and ineffectual—because training concerned some one small area of Foreign Service work, and was not integrated into a coherent career pattern.

Unfortunately, there are those on Capitol Hill and elsewhere who conceive the diplomatic career, quite narrowly, as constituting an exercise in negotiation, with a few related skills. They are unable to acknowledge that we Foreign Service officers are part of the profession of diplomacy, a profession with its own coherent view of the world and with a body of necessary knowledge— ranging from history to area studies, to languages, to techniques involved in negotiation, and the like. I fear that some who have advocated a "Peace Academy" or the like would seek to fashion an image of the diplomat as a mediator only, disregarding the wide scope of the profession, which takes into account power realities as fully as any military practitioner could.

The danger of the narrow view is that Foreign Service training might become mere "training in technique"—as if soldiers were to learn to drive a tank but not how to fight a battle with tank battalions. What young professional worth his salt is interested only in "how to"? The good professional is interested in "what," in the philosophy as well as the practice of diplomacy. Without such a framework, I fear Foreign Service training will degenerate into mere skills-imparting.

Second, our leaders, from the Secretary on down, must give a good deal of personal attention to making officers aware of the importance of training. Frankly, a lot of propaganda and massaging is called for if attitudes are to change. We must be told that training is essential and mandatory, and convinced that it will be done fairly so that no one is disadvantaged by the new system.

Lack of a campus

Third, we must work hard to raise standards of training in the Service. The institute has never had a decent "campus," and many officers have chafed at their time in its crowded rooms. The widespread belief that training has hurt, rather than helped, has made time spent there all the more resented. Institute directors have been and are working hard to change the reality, but this will take time. Much attention must be given to standards, to making certain courses mandatory, to working on the fairness angle, and so on. And then, of course, raising the institute's reputation among the top-of-the-ladder-oriented officers will take some time as well.

Some of the ideas being addressed now include the following: (a) examining the time-in-grade problem, to see if training can be construed so as not to harm career prospects; (b) studying the precepts for promotion panels, to make sure that training gets due endorsement for its importance; (c) looking at evaluation reports, to see that training periods are covered in thorough and helpful ways; (d) upgrading training at posts abroad, for example by making deputy chiefs of mission responsible for training. These and many other ideas will be considered as the attempt continues to "make training fair and acceptable."

Making it mandatory

Fourth, ways must be found to make training mandatory. This cuts deep, because our Foreign Service is one in which the gifted and ambitious and well-connected have often found ways to make exceptions for themselves—in getting jobs above the allotted rank, in getting assignments "out of channels," in avoiding training if it would slow their careers, and so forth. To stand up for *career professionalism* against the assistant secretary or ambassador who says: "To hell with the rules. I need Frank on this job *now*" —this is terribly difficult. But it can be done, and must be done, no matter whose toes get mashed, if we are to make training become an accepted part of our profession. It has to be mandatory and it has to be fair—tall orders.

Fifth, what is implied by the foregoing is that the Foreign Service, like the military, must have career planning that works. Unless the individual officer believes that he or she can progress through training to responsible assignments, in fair competition with others who also will have training, we will never get beyond the skirmish-and-hide stage. Our general philosophy in the Foreign Service has seemed to be, alas, devil-take-the-hindmost, to get to the top you have to break the rules and not take any training if you can avoid it. The patience to pass through mundane assignments, in unglamorous or unhealthy places, has not been notably widespread in our Service. For the sound professional diplomatic service that the nation needs and deserves, we shall have to sacrifice and learn to subordinate ourselves to the common professional good.

At the upper rungs

Sixth, venturing into deeper waters, what is implied by the fifth point is that the integrity of the profession must be in evidence if the men and women in the career service are going to sacrifice for it. Most Foreign Service officers that I know believe that the appointment of noncareer political people to so many of the top jobs in our profession has subverted the career principle. If we are going to ask our officers to hunker down for the long haul, to accept training and bad assignments for the sake of the overall career, we must be able to assure them that there is a sound career before them, that after struggling to get to the top they will not find all the upper rungs occupied by noncareer appointees. I may be accused of exaggerating the effect of the lack of respect for our career professionalism, but I believe it corrupts the system deeply. If we are to raise the standards of our profession, including inculcating respect for training as an integral career component, I think we must also restore the place that professional diplomacy should have in the eyes of the country.

If one believes in the American Foreign Service and its future, training must be accorded an increasingly important place in that future. But acceptance of training, which is essential to its institution as a normal part of the career, must overcome some traditional Service attitudes and customs, and that will take some hard work. It is worth it. □

Executive seminar in N.Y. has space for 2 from State

The Department has been allotted two spaces next year in the two-week Executive Development Seminar at the Executive Seminar Center, Kings Point, N.Y., on June 6–17. Intended to assist employees in making the transition into executive positions, the seminar will include information on the major forces acting on American society, the relationship between Government decisions and the nation's economy, and the dynamics of the American political system.

Senior Executive Service candidates and employees at grades GS-15, and FO/FP-1 are eligible to apply through bureau training officers. ■

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.*

Q.

AFRICA

What are the practical aspects of the new regulations on emergency visitation travel?

A.

You're referring to a circular telegram that recently went to all posts describing the expanded provisions of the regulations. To summarize, the main change allows the Foreign Service employee (or spouse) to travel to the United States in the event of a brother's or sister's death. In the past, emergency travel was recommended for very serious illnesses of parents, stepparents, children, step or adoptive children, and in the case of death of these persons. The travel was not previously authorized for siblings of employees or their spouses.

Q.

EUROPE

In view of recent events relating to over-the-counter drugs, what should we take for a toothache while waiting to get into a dentist's office?

A.

According to our dental consultants, the classic toothache is caused by pulpitis—that is, by the serious injury to, or death of, the pulp. This is the soft-tissue, innermost layer of the tooth. To relieve the pain, the dentist must open the tooth and remove the pulp or remove the tooth itself. Aspirin (acetylsalicylic acid) and its substitutes, like Tylenol (acetaminophen), are good drugs for control of minor pain from whatever source but probably will be ineffective against the pain of pulpitis. Take the drug you usually use for a headache, and in the same dosage. Increasing the dose will not increase the drug's effectiveness; it may make you ill. Don't place aspirin on the gum tissue as a counter-irritant. It is not effective; it will cause local injury to the tissue, creating additional problems. In view of the recent events, it should be noted that Government agencies and drug manufacturers are working on tamper-resistant packaging; the purity and effectiveness of Tylenol (acetaminophen) is not in question. If you have doubts, the generic drug acetaminophen is available from other sources. If these nonprescription over-the-counter drugs are not effective, and you cannot get to a dentist for help, perhaps your physician can prescribe a stronger drug until help is available. The best treatment is prevention. Have your tooth looked at when you get the first warning signs, such as a brief toothache that soon goes away or sensitivity to hot or cold or sweet or mechanical stimulation. Having something done at this point may save you the pain when the dentist is unavailable and over-the-counter drugs are not effective.

Q.

CARIBBEAN

What is a stress cardiogram? When is it necessary?

A.

The stress electrocardiogram is a procedure in which the patient's electrocardiogram (ECG) is monitored while he or she is performing exercise, usually on a treadmill or bicycle. Observation of the electrocardiogram, pulse rate response and blood pressure are observed by a physician. The degree of exercise stress is moderate, and is usually carried on until the patients develop symptoms which indicate they should quit—or until they reach a predetermined heart rate based on their age. Electrode discs attached to the patients are wired to an oscilloscope (like a TV screen), which displays the electrocardiogram continuously during the test, so paper tracings can be recorded when desired. The test can be very useful in determining the presence or absence of heart disease and the need for further therapy or testing. Since many patients with coronary artery disease (blockage of the coronary vessels by hardening of the arteries) have normal electrocardiograms at rest, physicians may find stress testing useful in patients who have chest pain upon exertion, but who have a normal resting electrocardiogram. Stress testing is often done on patients with known heart disease, to evaluate the effects of drugs or surgery, such as the bypass procedure, and may be done cautiously on heart attack patients after recovery to evaluate any residual disease and the need for more definitive or sophisticated tests. It is sometimes ordered to determine the fitness for work or exercise programs which involve vigorous activity, particularly in older individuals and those with several risk factors (such as smoking, high blood pressure or elevated cholesterol) which are associated with coronary artery disease. The need for a stress cardiogram is determined after examination by a physician, and it is generally not necessary as a part of the routine screening of healthy asymptomatic patients.

Q.

WASHINGTON

There was a scare for a while about using aspirin for a baby's fevers. Now there is the Tylenol situation. What is safe to use for children?

A.

The Food and Drug Administration is in the process of implementing labeling changes on aspirin and other salicylates. The caution is predicated on the association between Reye's syndrome and aspirin ingestion. Reye's syndrome is a rare, acute, life-threatening type of brain disorder occurring mostly in children who are recovering from virus infections, particularly flu or chicken pox. Recently, a connection between the use of aspirin and Reye's syndrome was confirmed following a special study. Based on this current information, parents should be aware of the possible increased risk of Reye's syndrome associated with the use of aspirin or salicylates for children with chicken pox or flu-like illnesses. The American Academy of Pediatrics therefore advises that aspirin or salicylates be avoided in children suffering from flu or chicken pox. With our current limited knowledge, this seems like prudent advice. A reasonable alternative when fever reduction is needed would be to give liquid or chewable tablets of acetaminophen. Trade names of pediatric products that contain acetaminophen include Tylenol, Co-Tylenol, Gengesprin, Valadol and Fendon. Most of these products are available in sealed, tamper-proof, childproof safety containers.

Q. Pacific Islands

Just what is dangerous about caffeine?

A.

Caffeine is an odorless chemical with a bitter taste. It occurs naturally in coffee, tea and cocoa plants. Because of its addictive powers, many scientists believe that, if caffeine were introduced as a new drug today, it would be available only by prescription. Exposure to caffeine produces immediate effects which include improved reaction time, enhanced mental alertness, increased blood flow to the heart, increased blood pressure and increased stomach acid. Side effects of excessive caffeine ingestion include extreme nervousness, irritability, chronic muscle tension, insomnia and heartburn. As with other addictive drugs, tolerances develop requiring increased doses. Withdrawal symptoms include headaches, irritability, anxiety, muscle tension, drowsiness, depression and nausea. In recent years, the safety of caffeine has been questioned. Scientific evidence is beginning to emerge linking coffee with adverse health effects. For the present, it's wise to drink decaffeinated products during pregnancy. While there is no clear-cut correlation between cancer and caffeine ingestion, coffee drinkers who consume more than 3 or 4 cups a day would also be wise to limit their caffeine consumption by switching to other beverages or decaffeinated coffee.

Q. Washington

The newspaper had an article about tuberculosis skin tests giving erroneous results. Do we still need to have skin tests for overseas physicals?

A.

The U.S. Public Health Service has identified an unusually high incidence of false positive skin tests with a specific product, Aplisol, manufactured by Parke Davis. Until new batches of this product are available, skin testing should be given with other available products. The product in question is used in the test which requires actual injection of a small amount of tuberculin protein test material under the skin so that a circular welt appears. The arm is re-examined at 48 to 72 hours. A hard, raised reaction may indicate a positive reaction. Based on their age, travel and residence history, chest X-ray results, clinical findings at the time of the physical, and the size of the actual test reaction, certain people may need prophylactic medication for one year to avoid active tuberculosis infection. If a false positive reaction occurred as a result of the defective skin testing material (Aplisol), certain people who had only moderate-size reactions will need to be retested. So, to answer your question, skin testing for tuberculosis will continue to be a part of our preventive medicine program. For the present, however, certain overseas posts may not be performing skin tests until they can obtain adequate supplies of skin testing materials approved by the Food and Drug Administration.

Q. Canada

Why do polyps have to be removed?

A.

Sometimes colon cancer starts with polyps, small cherry-like growth on the intestinal wall. Polyps are usually benign, but they may become cancerous in time if they are not removed. When a polyp is found with the colonscope (a special instrument that allows full visualization of the colon walls), it can be easily and safely removed. This can be done in a single visit to a doctor's office. Generally, no further treatment is required. After a polyp is found, one should have a regular check-up to see if new polyps develop. If they do, they too should be removed. Extensive surgery is performed only when cancerous tissue is found deep within the polyp. □

Drug-taking: There's a right way

The following article was submitted by the Office of Medical Services.

A miracle drug misused will not create a miracle. The years of dedicated research and formulation, your doctor's decision-making and your pharmacist's care are all in your hands when you get the medication. Their best efforts can be thwarted by your mistakes. For example, experts cite these rules to follow:

—Don't take a drug at random intervals throughout the day; follow instructions on the label. Often, if you don't take a pill as directed (every four hours, for example), the symptoms will reappear. And some drugs should be taken with meals or nausea will result, while others must be taken on an empty stomach as food will interfere with their action. Again, follow the label.

—Don't stop taking your medication just because obvious symptoms disappear before you have taken all that was prescribed and for the length of time for which it was prescribed. Many people make this mistake when an antibiotic is prescribed for an infection; while outward signs of infection often go away promptly, the body does not completely overcome the bacteria unless treatment continues for the time prescribed.

—Don't drink alcohol while taking prescription drugs unless your doctor says it's safe to do so. Avoid mixing alcohol with antihistamines, sleeping pills or tranquilizers.

—Don't mix medications—i.e., a nonprescription medicine with a prescribed one, without first consulting your physician. Alone, they may be safe. But two drugs taken together can sometimes cause an adverse reaction, or one may interfere with the action of the other, as is the case of antiacids with certain antibiotics, or antibiotics with birth control pills.

—Don't take medicine left over from a previous illness without checking with your physician or pharmacist. Certain drugs become less potent and, in a few instances, even potentially dangerous over time. At regular intervals, sort through your medicine cabinet and flush down the toilet any out-of-date or leftover pills.

—Don't put similar-looking pills in a container of the same size and color. Many drugs look alike except for a different manufacturer's imprint on the tablet, and you may reach for the wrong one. If any confusion develops, take the pills back to the pharmacist and ask him to relabel the bottles.

—Don't hesitate to call your doctor if you experience an adverse reaction to a drug. Any unusual symptoms are worth reporting. It can't hurt to ask.

—Don't store drugs in a medicine cabinet that's located in a steamy, warm bathroom. Unless the label says "keep refrigerated," or has other instructions, medications should be kept in a dark, dry place that is neither too hot nor too cold.

Remember, the power of medicine to provide health is limited to their proper use. Your cooperation is part of the miracle.

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Alcohol Awareness Program

Foreign Service man kicks habit; he's learned how to live

In the first-person account that follows, a Foreign Service officer tells about his recovery from alcoholism.

To understand where I am after one year of sobriety, it is important, as much so for my continuing recovery as for the reader's edification, to remember where I was on the final day of what had become a 10-year drunk.

From the perspective of most outsiders, I was a moderately successful Foreign Service officer serving in my fifth foreign post. I seemed contentedly married, with healthy, happy children. I appeared to be a man who, even if I drank a bit more than seemed normal, was certainly—to outward appearances—neither an embarrassment to my country, family or colleagues, nor a discredit to my profession.

On the inside, where I really lived, however, the story was different: I was dishonest, lying to my spouse, friends and colleagues. I lied not only to cover up my drinking, but for any purpose my chemically-warped mind thought useful in portraying myself a creditable individual. I cheated my employer out of more honest days' work than I could count, even were I then sober enough to do so. I was totally selfish and inconsiderate of others, planning my day not to maximize interesting or rewarding experiences for myself, or to be loving toward or of service to others, but only with a view to where I would find my next fix of alcohol.

Physically I was a wreck: I was overweight and bloated; I could not sleep more than a few hours at a stretch; nearly every morning I had severe back pains, followed by stomach cramps and an uncomfortable watery bowel movement. In the final few months, I could not hold anything in my stomach in the early morning, not even the alcohol for which my body was screaming.

I was in even worse shape psychologically. I was nearly always depressed and filled with guilt and re-

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Solution to Diplo-Crostic Puzzle No. 17

(See October issue)

W. M. Golding.
Lord of the Flies

"And in the middle of them, with filthy body, matted hair, and unwiped nose, Ralph wept for the end of innocence, the darkness of man's heart and the fall through the air of the true, wise friend called Piggy."

A. Woodman
B. Mugwump
C. Gnat
D. Odds and ends
E. Lapland
F. Differed
G. In the Wet
H. Nether
I. Gilbert
J. Latch
K. O'Keeffe
L. Rhinal
M. Dorothy
N. Ophite
O. Faith
P. Tenth step
Q. Healthier
R. Eurythmy
S. Faddish
T. Lion
U. In the hand
V. Effendi
W. Scarecrow

morse. I was unable to love my family in any meaningful sense, my loved ones and my obligations toward them having become first a limiting factor and then a real obstacle to my craving for alcohol. I saw no way out of the situation, knowing only that I could not function without alcohol nor could I survive much longer with it. Suicide seemed a reasonable option.

Omitting the details (which are not lurid nor even particularly interesting) of what immediately followed, I will move on to say that a persuasive regional medical officer and an understanding ambassador made it possible for me to curtail my assignment abroad and return to the United States for treatment.

On entering the treatment facility, I was reasonably confident that I could be relieved of my physical maladies and chemical dependence on ethyl alcohol. Of my psychological dependence I was unsure. I held absolutely no hope that the feelings and emotions I associated with my days of heavy drinking could be relieved or made bearable. Indeed, I envisioned a future of painful penance and constant contrition for the ill I had done others. For myself, I foresaw a life made even more cruel by the absence of alcohol to blot out the hurt.

This is not the way it turned out. To be sure, my physical recovery is complete, at least so far as I can tell. I am no longer chemically dependent; in fact that facet of addiction disappeared only days into the treatment program. I'm not certain exactly what psychological dependence entails but I cannot remember having had an urge to drink over a problem or a relationship since the early weeks of my sobriety.

But it is the changes in my feelings and attitudes about myself and my relations to others that, for me, hold the key to my continued recovery. These changes came gradually, sometimes painfully, and—let there be no mistaking this—I've still a long way to go to reach real spiritual and emotional health. Giving up fantasies, illusions and mind-sets that I nurtured during the 20 years since my adolescence has not been easy but, then, no one said it would be. I no longer try to insulate myself, with alcohol or other chemicals, from the impact of people and events upon my consciousness. External happenings, though no less intrusive and often annoying, no longer fire me to instant anger or withdrawal. In my life, *things* have not gotten better, but *I* have.

Sobriety has come to be the key to my enjoyment of a decent life. Without it, I can have no hope of gaining the blessings of family life or the satisfactions of a productive career. Without it, I will die spiritually and psychologically and, ultimately, an agonizing physical death.

But sobriety is much more than not drinking, and that is where the program of Alcoholics Anonymous enters the picture. I had to put aside a good many preconceptions about AA after my first few meetings, first among them the idea that AA was composed of wizened old derelicts who get together to bemoan the fact that they're off the sauce. In our meetings at State, for example, we have people of all ages and career tracks, ranks and grades—people who, far from being at the nadir of their professional lives, are at or advancing to the top. We have but two things in common, and those are, first, that we cannot handle safely mood-altering chemicals such as alcohol and, second, a desire to help each other maintain our sobriety, to grow spiritually and to make the most of all of our potentials in this life.

In my case, the treatment center I entered at the beginning of my recovery may have taught me how not to drink, but AA is teaching me how to live.

Contact with the author of this story can be arranged through the Alcohol Awareness Program office, (202) 632-1843 or 632-8804. Please telephone either of these numbers if you want information regarding alcoholism or if you think you or a member of your family needs help. ■

Senior-level seminars on equal employment are scheduled

A one-day seminar on equal employment opportunity, for senior-level supervisors, will be offered at the Foreign Service Institute on November 30. The seminar will also be held next year on January 25, March 22, April 26 and September 27.

Attendance at the seminar will fulfill the requirement that all supervisory personnel must attend a basic equal employment training course. Training certificates will be placed in the personnel files of the participants upon completion of the course requirements.

The seminars consist of discussions, audio-visual presentations and practical assignments. A Department Notice describing them said: "This is not an 'awareness' session, but a management training course which will provide participants with the answers to several questions, such as: What must I do to comply with present EEO laws? How can I take affirmative action?"

For information, call Rochelle Dobbins, 235-8771, at the Foreign Service Institute. ☐

Technology advisory group to meet at State

The Department will hold a meeting on November 10 of the working group on transborder data flows of the Advisory Committee on International Investment, Technology and Development.

The group will meet from 10 a.m. to noon in the Loy Henderson Conference Room. It will be open to the public.

The purpose will be to discuss preparation of a U.S. paper for the UN Centre on Transnational Corporations. Requests for information on the meeting should be directed to Philip T. Lincoln Jr., Office of Investment Affairs, Bureau of Economic and Business Affairs, telephone (202) 632-2728. ☐

Post of the Month: San Salvador

EL SALVADOR (that's the country; *San* Salvador is the capital) is on the Pacific Ocean side of Central America, east of Guatemala, south of Honduras. It's been a home away from home for the Americans there, who until November 28 had to live apart from their families because of the civil war. This is another in the STATE series on our posts overseas. *(Photos by Donna Gigliotti)*

A street in one of the residential sections.

Los Chorros, freshwater ponds near San Salvador.

The embassy.

Escalon Circle, in one of the residential areas.

San Salvador Cathedral.

In front of the Marine House, from left: *Rodney (Red) Richards, Christopher Cornejo, James F. Healy, Daniel Bennett.*

Secretary *Coralia de Diaz.*

Ambassador *Deane R. Hinton* outside the Marine House. Behind him is security officer *Richard Hebert.*

Consular officer *Robert Williams.*

Defense attaché *Dennis M. Duggan.*

Assistant public affairs officer/cultural officer *Carol Doerflein.*

Regional security officer *Jim Blystone.*

Bill Ross, AID.

Economic/commercial officer *Bill Wood* and secretary *Sonia Rivas.*

Political officer *Carl Gettinger*, near his home.

Jogging at Escalon Circle are security officers *Jay Goodrich*, left, and *Richard Hebert*.

Secretary *Jo Ann Pace* with her pet rooster and chicken.

Communicator *Mike Passar.*

Foreign Service national employee *Esther Sermeño* with a bag of avocados.

Patricia Guerra, left, embassy nurse *Barbara Kitchen* and secretary *Nadia Paz de Cabrales* at an outdoor restaurant. ■

From One to Another:

The Gift of Blood

Your blood drive contact at State, day in and day out, is Dorothy Collins, Ext. 21212.

Personnel: Civil Service

Promotions (September)

GM-13

Thomas, Kenneth D., Office of the Comptroller, Financial Operations, Washington Finance Center

GM-14

Buchanan, James Eldon, Intelligence and Research, Office of Analysis for American Republics, South American Division

Fox, Richard G., Foreign Buildings Office

GM-15

Curtis, Erle Thorburn, Bureau of Administration, Allowances Staff

GS-3

Brown, Cheri, Economic and Business Affairs

Ferrell, Ava Mariea, Foreign Affairs Information Management Center

Hitt, Tracy B., Foreign Service Institute

Krucelyak, Cynthia R., Economic and Business Affairs, Special Trade Activities and Commercial Treaties Division

Luster, Yvette D., Office of the Comptroller, Financial Operations, Computer Branch

Miles, Sharon A., Administrative and Clerical Pool

Robertson, Melinda, Public Affairs, Office of Public Communication, Correspondence Management Division

GS-4

Brown, Tywanna, Office of the Comptroller, Financial Operations, Travel Claims Section

Junquera, John, Despatch Agency, New York

Meaney, Michael J., Visa Operations

Pratt, Davida C., Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts Division

Taylor, Vonzella Lee, Passport Operations, Evaluations and Standards Division

Underwood, Nicola R., Foreign Service Institute

GS-5

Billingsley, Tonyia D., Intelligence and Research, Office of Intelligence Liaison, Control Division

Davis, Jeffrey M., Office of the Comptroller, Budget and Planning, Resources Control Division

Higgins, Debra Ann, Office of the Under Secretary for Management, Executive Office

Lewis, Sheila L., Intelligence and Research, Office of Economic Analysis

Sisk, Mary E., Bureau of Personnel

Small, Beverly G., Office of Security, Secretary's Detail

GS-6

Dollins, Victoria Ann, Economic and Business Affairs, Office of International Communications Policy

Gourlay, Margaret F., Public Affairs, Office of the Historian

Hamilton, Linda S., Inter-American Affairs, Office of Public Affairs

Jackson, Cheryl Y., Foreign Affairs Information Management Center

Mann, Elsie N., Office of the

FOREIGN SERVICE INSTITUTE—Graduates of the clerical orientation class, on a tour of the Diplomatic Reception Rooms, tour guide *Rita Thomas*, center. From left: *CaySaundra Brown*, *Mark Biedlingmaier*, *Mary McCarter*, *Donna Garrett* (faculty), *Ornella Stephanie Cavallo*, *Dean Strasser*, *Jackie Commings*, *Betty Well*.

Comptroller, Financial Operations, Payroll and Retirement Accounts Division

McLean, Emma J., Foreign Affairs Information Management Center

Penn, Annie M., Diplomatic Pouch and Courier Operations Division

Perry, Gametta D., Foreign Service Institute

Shields, Barbara J., Office of Security, General Investigations Branch

Shoemaker, Christine A., Economic and Business, Energy Producer Country Affairs

Watkins, Marjorie A., U.S. Mission to the Organization of American States

GS-7

Baker, Tura L., Public Affairs

Farrell, Stephen T., Diplomatic Pouch and Courier Operations Division

Fearson, Jo Ann, Foreign Buildings Office

Houston Jr., George C., Communications Center

Jackson, Lauren S., Office of the Comptroller, Financial Operations, Data Input and Control Staff

Lloyd, Donna C., Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts Division

Marshall, Gloria R., Office of Security, U.S. Mission to the United Nations Field Office

Pitts Jr., Cornelius, Office of Supply, Transportation, and Procurement, Purchasing Branch

Porter, Lee, Office of the Legal Adviser

Preloh, Cynthia H., Public Affairs, Office of Public Programs

Roybal, Timothy, Operations Center

Sherman, Laura Beth, Office of the Legal Adviser

GS-8

Harrison, Harold A., Office of Communications

Kennedy, Donald A., Information Systems Office

Reck, Kathleen Ann, Economic and Business Affairs

Smith, Lawrence C., Information Systems Office

Smoaks, Joyce L., Economic and Business Affairs, Food Policy Division

Walker, Dianna H., Foreign Affairs Information Management Center

GS-9

Benjamin, Karen A., Office of Communications

Cleary, Sharon Jane, Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs

Ellis, Helen M., Office of the Secretary, Policy Planning Staff

Lawrence III, David B., Information Systems Office

Lewis, Vincent B., Economic and Business Affairs

Lubin, Lawrence J., Office of the Comptroller, Office of Budget and Planning

Masciana, Leo Pierre, Foreign Affairs Information Management Center

Novak, Fayeann, Foreign Service Institute

Padgett, Gary W., Information Systems Office

Plaag, Gary Kenneth, Information Systems Office

FOREIGN SERVICE INSTITUTE—Graduates of the clerical orientation class, seated, from left: *Pamela Frederick*, *Carmela Fragomeni*, *Verlincia Roach*, *Alfred Taylor*, *Charlotte Veney*, *Linda Harris*. Standing: *Rachel Crichlow*, *Suzette Pollack*, *Joyce Gibbs*, *Suzanne DiGuilian*, *Beverly Williams*, *Shelly Gallant*. Last row: *Donna Garrett* (faculty), *Natalie Davidson*. Not available for photo: Melissa Bell. *(Photo by Tom Bash)*

Sawka, Jeanne M., Foreign Affairs Information Management Center, Telecommunications Indexing Branch

GS-11

Hess, Fanny Frances, Public Affairs, Office of Public Communication
Lindberg, Arthur, Passport Operations, Evaluation and Standards Division
Rhinehart Jr., Walter L., Office of the Under Secretary for Management, Executive Office

GS-12

Crowley, Daniel F., Foreign Buildings Office
Geiger, James J., Information Systems Office

GS-14

Andersen, Walter Korfitz, Intelligence and Research, Office of Analysis for South Asia
Tavlas, George S., Economic and Business Affairs, Planning and Economic Analysis Staff

Appointments (September)

Allen, Omadel, Passport Office, Los Angeles
Avery, Janice Jones, Refugee Programs
Bowman, Patricia A., Office of the Comptroller, Financial Services Division
Brown, Caysaundra, Citizens Emergency Center
Carpenter, David J., Classification/Declassification Center
Cavallo, Ornella Stefanie, Human Rights and Humanitarian Affairs
Chang, Herbert, Foreign Service Institute
Cotter, Joanne Miller, Bureau of Personnel, Office of Employee Relations
Cummings, Jacqueline, Bureau of Administration, Personnel Management Division
Cuttier, Laudelina, Foreign Service Institute
Dahiyat, Siham, Foreign Service Institute
Duong, Nhu Nguyen, Refugee Programs
Duro, Victoria Ann, Passport Office, Honolulu
Eppenger, Tanya Montez, Passport Office, Los Angeles
Fiore, Anna, Foreign Service Institute
Ford, Karen Marie, Passport Office, Houston
Gibson, Mary E., Communications Center
Hall, Walter V., Classification/Declassification Center
Hartung, Jean L., Office of the Under Secretary for Management
Hughes, R. John, Public Affairs
Illidge, Nelson, Foreign Service Institute
Kent, Michael Gordon, Foreign Service Institute
Kotzalas, Dora, Foreign Service Institute
Levine, Joyce R., Passport Office, Houston
McLean, Maureen W., Passport Office, Boston
Orberg, Barbara Chi, Foreign Service Institute
Parsons, Donald Frey, International Joint Commission
Raboin, Michael F., Office of the Legal Adviser
Randall, Michelle M., Foreign Service Institute
Rideout, Todd Clifford, Intelligence and Research, Office of Economic Analysis, Trade, Investment and Payments
Robinson, Elwood Cornelius, Office of Supply, Transportation and Procurement
Ruggiero, Vincent P., U.S. Mission to the United Nations
Sandman, Sonya B., Family Liaison Office
Seref, Midhat, Foreign Service Institute
Sherman, Robert S., Bureau of Personnel
Shurbaji, Hazar, Foreign Service Institute
Smith, Lewis Curtis, Classification/Declassification Center
Tezcan, Insel, Foreign Service Institute
Voorhees, A. Scott, International Joint Commission
Wolfe, Edward E., Oceans and International Environmental and Scientific Affairs
Zachary, Dan A., Classification/Declassification Center

Reassignments (September)

Clark, M. Vestena, Foreign Affairs Information Management Center, Press and Bindery Section to Foreign Affairs Information Management Center, Evening Shift
Edmonds, William E., Office of Citizen Consular Services, European Division to Office of Citizen Consular Services, African Division
Frazier, Tracy L., Consular Affairs to Office of the Under Secretary for Political Affairs
Glover, Thomas E., Office of Citizen Consular Services, Inter-American Division to Office of Citizen Consular Services, European Division
Hecklinger, Carol Pratt, Office of the Ambassador-at-Large to Refugee Programs
Hendon, Nicole N., Foreign Affairs Information Management Center to Bureau of Administration
Holmes, Corlis A., Diplomatic Pouch and Courier Operations Division to Intelligence and Research, Office of Intelligence Support
Jackson, Jon Howard, Bureau of Personnel, Human Resources Management Division to European Affairs
Moeller, Patricia A., Economic and Business Affairs, Aviation Program and Policy Division to Economic and Business Affairs, Aviation Negotiations Division
Myers, Debra A., Office of the Comptroller, Financial Operations, Special Accounts and Collections Branch to Office of the Comptroller, Financial Operations, Accounting Division
Noel, Vonda L., Economic and Business Affairs, Special Trade Activities and Commercial Treaties Division to Economic and Business Affairs, Office of Development Finance
Ross, Yolanda G., Office of the Comptroller, Office of Budget and Planning, Resource Management and Evaluation Division to Office of the Comptroller, Financial Operations, Travel Claims Section
Snyder, Gloria Ann, Visa Operations to Human Rights and Humanitarian Affairs

Resignations (September)

Arnold, Daniel Dean, Passport Operations, Records Branch
Backus, Katherine E., Office of the Secretary
Barra, Robert Joseph, Bureau of Personnel, Office of Management

100 UNITED STATES SAVINGS BOND 100

Steal me. Burn me. Throw me away. I'm still yours.

And remember: I'll never break your heart. Or leave you stranded in the tight spots.

I'll always be there when you need me. So if I can't make you feel secure, probably no one can.

Once you bring me home, I'm yours forever. Even if I'm burned. Or lost. Or stolen.

If you look for me and can't find me, just report it. And you'll get me back. As good as new.

NOT TRANSFERABLE

Benigni, Julie Kay, Passport Office, Philadelphia
Brinkley, Cheryl L., Refugee Programs
Brooks, Cheri Denise, Passport Office, Seattle
Brown, Phyllis A., Passport Office, Records Branch
Carson, Craig R., Public Affairs
Castellitto, Salvatore J., Inter-American Affairs
Coates, Monique Marie, Refugee Programs
Crossett, Kathleen M., Public Affairs, Office of the Historian
Davis, Sherry Kaye, Passport Operations, Records Branch
Debuck, Dean Joseph, Public Affairs, Office of Public Opinions and Analysis
Destralo, Rosemarie A., Passport Office, Philadelphia
Donahue, Lucille A., Passport Office, Washington
Dotson, Dolly Alanna, Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts Division
Eberlein, Roxane, Office of the Secretary
Emmet, Karen Elizabeth, Passport Office, Philadelphia
Fischer, Dean E., Public Affairs
Foltz, Susan Ann, European Affairs
Fondren, Sheila Renea, Passport Office, Chicago
Forgione, Mary Anne, Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts Division
Green, Sally, Passport Office, Boston
Groeneweg, Yvonne E., Executive Secretariat
Haddad, Souria Hanna, Foreign Service Institute
Hatfield, Antoinette J., Passport Office, Boston
Hawkins, Karyn E., International Organization Affairs
Hernandez, Myrna Luz, Passport Office, Miami
Hoffenberg, Edward Joel, Passport Office, Washington
Hormats, Robert D., Economic and Business Affairs
Huang, Pamela Diane, European Affairs
Hudson, Linnie M., Passport Office, San Francisco
Johnson, Angela A., Visa Operations
Jordan, Delphine R., Public Affairs, Office of Public Programs
King, Sybil E., Passport Office, New York
Landis, Richard David, European Affairs
Lawrence, Patricia L., Passport Office, New York
Leach, Sheila Marie, Bureau of Personnel, Office of Employee Relations
Ledeen, Michael A., Office of the Under Secretary for Political Affairs
Lever, Elizabeth C., Passport Office, New York
Levit, Sandra M., Passport Office, Philadelphia
Lewis, Brenda J., Passport Office, Chicago
Magee, Rae Jean, Medical Services
Malloy, Elizabeth A., East Asian and Pacific Affairs
Massey, Valerie Ann, Passport Office, Washington
Mazur, Patricia A., Executive Secretariat
McNeill, Monica Joy, Economic and Business Affairs
McMahon, Robert J., Public Affairs, Office of the Historian
Morgan, Jacqueline D., Bureau of Personnel, Office of Management
Morton, Jennifer R., Office of the Under Secretary for Management, Executive Office
Muriel, Diane, Passport Office, New York
Murphy, Cornelius Michael, Passport Office, Boston
Nelson, Lanina, Passport Office, Philadelphia
O'Malley, Mary Ann, Passport Office, Washington
Parks, Audrey A., Passport Office, Los Angeles
Pierce, Marian L., Passport Office, Boston
Porter, Beverly A., Office of Communications
Prince, Harry Gene, Office of the Assistant Legal Adviser for Near Eastern and South Asian Affairs
Raley, Majorie Ann, Near Eastern and South Asian Affairs
Ramsey, Stephen D., Executive Secretariat
Renwick, Lynn Robin, International Organization Affairs
Ross, Susan Frances, Intelligence and Research, Office of Economic Analysis, Trade, Investment and Payments Division
Russell, Marjorie J., Passport Office, San Francisco
Schuette, Keith Edward, Office of the Secretary
Scurko, Laura A., Politico-Military Affairs
Sicherman, Harvey, Office of the Secretary
Simmons, Phronie L., Intelligence and Research
Snell, Linda L., Consular Affairs
Tasnadi, Diana Margaret, Office of Citizen Consular Services
Valentine, Nikita N., International Organization Affairs
Weslar, Linda J., Office of the Secretary
Whelihan, Deborah M., Politico-Military Affairs
Williams, Bonita D., Administrative and Clerical Pool
Wilson, Eileen M., Passport Office, Philadelphia

Retirements (September)

Barcori, Helene E., U.S. Mission to the United Nations
Forst, Edward W., Foreign Affairs Information Management Center, Evening Shift
Smith, Wilbert, East Asian and Pacific Affairs ■

Ms. Gaither. *(Photo by Donna Gigliotti)*

Sandy Gaither, volunteer tutor, is veep's guest

Sandy Gaither, a Civil Service secretary in the Bureau of Personnel, Office of Management, was recently a guest at the Vice President's House on Massachusetts Avenue N.W. As a tutor with the Operation Rescue program for children in the District of Columbia schools, Ms. Gaither was among other program participants invited to the mansion by Mrs. George Bush, who wished to thank them for volunteering their time.

Ms. Gaither devoted two hours a week last year to three children from Turner Elementary School. "Helping them made me feel good," she said. "Just seeing them smile when they solve a problem and say 'I got it!'—their faces light up and make it all worthwhile."

Ms. Gaither has a 15-year-old daughter and a recently-adopted one-year-old son. She was planning to work for Operation Rescue again this year. The program started in October.

For information on the program, write Operation Rescue, 415 12th Street, N.W., Washington, D.C. 20004.

Pay Chart

DEPARTMENT OF STATE SALARY CHART 1982

RATES EFFECTIVE October 3, 1982 *Authorized by Executive Order 12387*

Senior Executive Service and Senior Foreign Service Schedule

ES-1 $56,945	ES-3 $61,515**	ES-5 $65,500**
ES-2 $59,230**	ES-4 $63,800**	ES-6 $67,200**

CATEGORY AND GRADE		STEP RATES WITHIN GRADE OR CLASS (DOLLARS)													
GS	FS	1	2	3	4	5	6	7	8	9	10	11	12	13	14
18		78,184*													
17		66,706*	68,932*	71,156*	73,380*	75,604*									
16		56,945	58,843*	60,741*	62,639*	64,537*	66,435*	68,333*	70,231*	72,129*					
15		48,553	50,171	51,789	53,407	55,025	56,643	58,261*	59,879*	61,497*	63,115*				
	1	48,553	50,010	51,510	53,055	54,647	56,286	57,975*	59,714*	61,505*	63,115*	63,115*	63,115*	63,115*	63,115*
14		41,277	42,653	44,029	45,405	46,781	48,157	49,533	50,909	52,285	53,661				
	2	39,342	40,522	41,738	42,990	44,280	45,608	46,976	48,386	49,837	51,332	52,872	54,459	56,092	57,775*
13		34,930	36,094	37,258	38,422	39,586	40,750	41,914	43,078	44,242	45,406				
	3	31,879	32,835	33,820	34,835	35,880	36,956	38,065	39,207	40,383	41,595	42,843	44,128	45,452	46,815
12		29,374	30,353	31,332	32,311	33,290	34,269	35,248	36,227	37,206	38,185				
	4	25,831	26,606	27,404	28,226	29,073	29,945	30,844	31,769	32,722	33,704	34,715	35,756	36,829	37,934
11		24,508	25,325	26,142	26,959	27,776	28,593	29,410	30,227	31,044	31,861				
10		22,307	23,051	23,795	24,539	25,283	26,027	26,771	27,515	28,259	29,003				
	5	20,931	21,559	22,206	22,872	23,558	24,265	24,993	25,742	26,515	27,310	28,130	28,973	29,843	30,738
9		20,256	20,931	21,606	22,281	22,956	23,631	24,306	24,981	25,656	26,331				
	6	18,712	19,273	19,852	20,447	21,061	21,692	22,343	23,013	23,704	24,415	25,147	25,902	26,679	27,479
8		18,339	18,950	19,561	20,172	20,783	21,394	22,005	22,616	23,227	23,838				
	7	16,728	17,230	17,747	18,279	18,828	19,392	19,974	20,573	21,191	21,826	22,481	23,155	23,850	24,566
7		16,559	17,111	17,663	18,215	18,767	19,319	19,871	20,423	20,975	21,527				
	8	14,954	15,403	15,865	16,341	16,831	17,336	17,856	18,392	18,943	19,512	20,097	20,700	21,321	21,960
6		14,901	15,398	15,895	16,392	16,889	17,386	17,883	18,380	18,877	19,374				
	9	13,369	13,770	14,183	14,609	15,047	15,498	15,963	16,442	16,935	17,444	17,967	18,506	19,061	19,633
5		13,369	13,816	14,261	14,707	15,153	15,599	16,045	16,491	16,937	17,383				
4		11,949	12,347	12,745	13,143	13,541	13,939	14,337	14,735	15,133	15,531				
3		10,645	11,000	11,355	11,710	12,065	12,420	12,775	13,130	13,485	13,840				
2		9,756	9,987	10,310	10,585	10,703	11,018	11,333	11,648	11,963	12,278				
1		8,676	8,965	9,254	9,542	9,831	10,000	10,286	10,572	10,585	10,857				

* *Basic pay is limited by Sec. 5308 of Title 5 of the United States Code and by Public Law 97-51 to the rate for level V of the Executive Schedule which is $57,500.*

** *Note: Notwithstanding the salary rates shown, the maximum rate of basic pay legally payable to employees under this schedule may not exceed the rate payable for level IV of the Executive Schedule, currently $58,500.*

Personnel: Foreign Service

Appointments (September)

Arias, Abelardo Antonio, Training Complement
Benjaminson, Eric David, Training Complement
Benson, Marianne A., Bogota
Blackwell, Desiree C., Training Complement
Boone, Rudolph Frederick, Training Complement
Brennan, Virginia Susan, Havana
Carlisle, Marc Daly, Training Complement
Clinard, David M., Arms Control and Disarmament Agency
Cole, Richard A., Mogadishu
Davis Jr., Arthur Horace, Asuncion
De Santillana, Eilleen, Port-au-Prince
Farr, Thomas Franklin, Training Complement
Garcia, Gary Dale, Training Complement
Hanson, Bradford Eugene, Training Complement
Huggins, Carolyn Ruth, Training Complement
Johnson, Nancy Edith, Training Complement
Jordan, Elizabeth Marie, Havana
Kauth, Christopher, Training Complement
Keegan, David Joseph, Training Complement
Koch, Katherine Elsue, Training Complement
Light, Robert Roderic, Office of Security, Technical Services Division
Mack, John Leslie, Training Complement
McGill, Jeannette, Guadalajara
Montel, Gilda Graciela, Mexico
Murphy, Robert Barry, Training Complement
Ogunba, Atim Eneida George, Training Complement
Olson Jr., Richard Gustave, Training Complement
Pastore, Edmee Hawkes, Training Complement
Paulson Jr., Michael Steele, Training Complement
Pitterle, Kenneth John, Training Complement
Ray, Charles Aaron, Training Complement
Rentschler, James M., Valletta
Rose, Theorphilus James, Training Complement
Salazar, John M., Training Complement
Shear, David Bruce, Training Complement
Telles, Martha C., Hermosillo
Thompson, Kay Lynn, Lima
Troth, Ernest M., Foreign Service Institute, Language Training
Waller, Mary Ellen, Training Complement
Warner, Vanessa M., San Jose
Wickberg, Paul Gordon, Training Complement
Wood, Robert Cantrell, Training Complement
Yap, Joseph Dean, Training Complement

Appointments (October)

Allegrone, Kathleen Hatch, Training Complement
Allison, Lynn Alice, Training Complement
Almaguer, Antoinette M., Panama
Bevill, Robert Lewis, Training Complement
Blank, Lisa Ann, Training Complement
Bollert, Constance L., Tegucigalpa
Bray, Bessie, Beijing
Burns, Robert Nicholas, Training Complement
Burnside, Carroll C., Accra
Caldwell, Linda E., Port Louis
Carpenter, Richard A., Mexico
Carroll, Joan R., Brasilia
Conlon, Margaret A., Kuala Lumpur
Corkery, John R., Kinshasha
Costa, Carol Ann, Caracas
Countryman, Thomas More, Training Complement
Cox, Cheryl Jane, Training Complement
Cummings, Barbara Cecelia, Training Complement
Davidson, Eleanor C., Mexico
Fitzgerald, Paul Michael, Training Complement
Gandle, David Lamont, Training Complement
Garza, Yolanda, Montevideo
Golden, Patty E., Managua
Goodspeed, Daniel Edward, Training Complement
Harvey, Karen, La Paz
Hester, Atha Frances, Moscow
Hester, Joseph F., Moscow
Ibelle, Robert Pierce, Training Complement
Jackson, Sageta T., Rio de Janeiro
Johnson, Dale D., Kuala Lumpur
Johnson, Lionel C., Training Complement
Jovet, Jr., Juvenal, Training Complement
Kaylor, Perry F., Sanaa
Kelly, Stephen Ryan, Training Complement
Knauf, Kenneth W., Office of Security
Kolker, Adam, Training Complement
Lee, Odell, European Affairs
Majewski, Susan M., Belgrade

REUNION—Members of the 24th (1952) junior officer class of the Foreign Service celebrated the 30th anniversary of their swearing-in, on September 22. Seated: Ambassador *William B. Edmondson*, *Barbara Fagan Thomson*, *Marian Nash Leich*, *Robert K. German*. Standing: *Theodore Sellin*, Ambassador *James E. Goodby*, *James F. Relph*, *Lewis R. Townsend*, Ambassador *John A. Linehan*.

TUNIS, Tunisia—Ambassador *Walter L. Cutler*, right, congratulates Foreign Service national *Athman Ben Romdhane*, retiring after more than 25 years of service. From left, front row: *Nabila Trad*, *Monique Fenniche*, *Mrs. Cutler*. Back row: *Mustapha Ben Farhat*, *Ameur Belhiba*, *Larbi Marzouk*, *Tahar El Gueid*.

Mann, Darlene K., Accra
McCarthy, Deborah Anne, Training Complement
McGowen, Katherine M., Lima
McKinley, Peter Michael, Training Complement
McLarney, Patrick E., Office of Communications
McMullen, Ronald Keith, Training Complement
Metz, C. Thomas, Office of the Inspector General
Miller, Lai Weng, Mexico
Moore, Daniel K., Training Complement
Mulenex, David Wayne, Training Complement
Nash, Dorothy Renee, Training Complement
Pawlicki, Anthony S., Brussels
Peterson, Bruce Donald, Training Complement
Peterson, Diane B., Brussels
Phillips, Susan M., Nairobi
Picard, James Clark, Training Complement
Radcliffe, Katherine A., Dar-Es-Salaam
Randolph, Catherine, Managua
Remillard, Robert H., Tunis
Robertson, Mark Alan, Training Complement
Rorvig, Richard Arthur, Training Complement
Sakamoto, Marjorie N., Port of Spain
Sakaue, Marlene J., Training Complement
Segura-Giron, Bernardo, Training Complement
Sligh, John D., Foreign Buildings Office, Bureau of Administration
Smith, Leroy Othello, Training Complement
Snider, Kathleen A., Jidda
Spakauskas, Marta, Quito
Stanley, Julia Reeves, Training Complement
Thornton, Corinne S., Cairo
Valderrama, Diana, Training Complement
Vanmeter, Larry A., Frankfurt
Vaughan, Maura, Paris
Ventresca, Virginia G., Mexico
Wales, Jackie Cyril, Office of Communications, Bureau of Administration
Wong, Yvette Marie, Training Complement
Yohner, Margaret Ann, Training Complement

Transfers (September)

Acs, Frank J., Lagos to Bangkok
Albison, Adele M., Warsaw to Eastern European Affairs
Allen, Catherine E., Office of Foreign Service Career Development and Assignments, African Division to Bangkok
Anderson, Jonathan F., Canberra to Bureau of Personnel
Barry, Catherine, Quebec to Seoul
Benedict, Lawrence Neal, Foreign Service Institute, Language Training to Ankara
Buss, David M., Haiti to

Transfer Tremors ....*by ebp*

I was almost transferred to ALGIERS, but at the hospitAL GERIAtric-related problems were found, and they kept me from going.

I was almost transferred to STOCKHOLM, but as I recently waS WED ENticements of a Scandinavian post didn't appeal to me.

I was almost transferred to MAURITIUS, but by the time I got to the PORT, LOUIS, my counselor, said I didn't have to go.

Brussels
Cardwell, David L., Foreign Service Institute, Language Training to Bangkok
Chesteen, Charles N., Panama to Bonn
Chester Jr., George A., Foreign Service Institute, University Training to Brussels
Chester, Geraldeen G., Foreign Service Institute, University Training to Brussels
Clyatt Jr., Oscar Willard, Foreign Service Institute, Language Training to Ankara
Corcoran, Kevin K., Bridgetown to Manila
Cuadrado, Manuel, Belgrade to Kigali
Cunningham, Jeffrey R., Japanese Affairs to Jakarta
Danaher, Scott I., Mexico to Lima
Duemling, Robert W., Inter-American Affairs to Paramaribo
Eaton, William A., Foreign Service Institute, Language Training to Moscow
Fried, Daniel, Leningrad to Belgrade
Gerlach, Frederick H., Riyadh to Economic and Business Affairs, Office of Energy Consumer Country Affairs
Gibson, Richard M., Songkhla to Bangkok
Gilliam, Wallace Hopkins, Office of Security, Technical Services Division to Manila
Goff, Martha E., Auckland to Warsaw
Greene, Frank P., Bangkok to Frankfurt
Haas, David, Office of Security, U.S. Mission to the United Nations Staff Field Office to Rome
Harris, Frederick N., Athens to Manila
Haverty, John James, Brussels to Manila
Hicks, Irvin, Lome to Foreign Service Institute
Hood, Walter J., Jakarta to Vientiane
Hutchins, Deane L., Office of Medical Services to Rangoon
Kinnell, Roberta L., Nairobi to Moscow
Kloth Jr., Edward William, Training Complement to Seoul
Krause, H. Alan, Moscow to Port Moresby
Lange, Howard H., Beijing to East Asian and Pacific Affairs, Office of Economic Policy
Lewis III, Roscoe C., Information Systems Office to Manila
Malloy, Eileen Anne, Moscow to Calgary
Mangiafico, Luciano, Canada to Manila
McGivern, Edward R., Singapore to Hong Kong
Mitchell, Katherine S., Switzerland to Paramaribo
Morgan, Raecarol, Foreign Service Grievance Board to Seoul
Myrick, James F., Panama to Sydney
Newman, Herbert M., Office of Communications to Kuala Lumpur
Nicholson, Harold J., Foreign Service Institute, Language Training to Manila
O'Brien, Joseph A., Bissau to Sydney
O'Neill III, Aloysius M., Regional Language School, Yokohama to Tokyo
Owens, Michael P., Foreign Service Institute, Language Training to Jakarta
Parris, Mark Robert, Foreign Service Institute, Language Training to Moscow
Parsons, Wesley H., Foreign Service Institute, Language Training to Stockholm
Ramee, Mark S., Foreign Service Institute, Language Training to Warsaw
Reis Jr., Robert C., Regional Language School, Yokohama to Sapporo
Revere, Evans Joseph R., Inter-American Affairs to Beijing
Rich Jr., Robert G., Foreign Service Institute to Manila
Roberts, Douglas K., Islamabad to Jakarta
Robertson, James E., Bogota to Bangkok
Rolph, David P., East Asian and Pacific Affairs to Singapore
Rosenberg, Bruce L., Soviet Affairs to Moscow
Simoes, Nativa, Information Systems Office to Tijuana
Solitario, Helen S., Hong Kong to Bangkok
Solitario, Thomas, Hong Kong to Bangkok
Sorrell III, Willis C., Bissau to Hong Kong
Stebbins, Robert C., Hamburg

Susan R. Pittman* of State's Office of Press Relations pats park officer's horse while awaiting arrival of president of Liberia at Washington Monument grounds. *(Photo by Ann Thomas, Visual Services)

EAST ASIAN AND PACIFIC AFFAIRS—Assistant Secretary *John H. Holdridge*, left, presents Meritorious Honor Award to the former systems information officer in the Office of Chinese Affairs, *Conrad L. Bellamy*.

to Montreal
Tenley, Gerald D., Port-au-Prince to Wellington
Thompson, Richard E., Frankfurt to Bangkok
Tullius, Charles E., New Delhi to Bangkok
Veale, William C., Foreign Service Institute to Berlin
Wallace, Anthony H., Tunis to London
Walles, Jacob, Training Complement to Rotterdam
Walters, Kenneth L., Seoul to Manila
Wiley, Eugenia E., Khartoum to Belgrade
Williams, James L., Guayaquil to Palermo
Zerolis, John W., Warsaw to European Affairs

Transfers (October)

Anderson, Gordon A., Frankfurt to Bangkok
Andres, Janet Stoddard, Intelligence and Research to Berlin
Brackman, Stella S., Cairo to Beijing
Buss, Nancy R., Port-au-Prince to Brussels
Campbell, David D., East Asian and Pacific Affairs to Bangkok
Carter, James W., Foreign Service Institute, Language Training to Osaka-Kobe
Clarke, Henry Lee, Foreign Service Institute, Language Training to Moscow
Cooper, Martin W., Islamabad to Madrid
Crowe, James M., Foreign Service Institute, Language Training to Frankfurt
Davidson, William Craig, Manila to Bonn
Dewitt, Martha Ann, Foreign Service Institute, University Training to Manila
Donovan, James R., Bonn to Lisbon
Edmondson, William B., Pretoria to Office of the Inspector General
Ferguson, Thomas C., Foreign Service Institute to Bangkok
Fontaine Jr., George E., Sofia to Rome
Gonz, William W., Nouakchott to Frankfurt
Gossack, David Laurence, Foreign Service Institute, Language Training to Tokyo
Gust, Sandra Jean, Foreign Service Institute, Language Training to Poznan
Hansen, Terry D., Hermosillo to Ponta Delgado
Harter, Dennis G., Chinese Affairs to Hong Kong
Hartley, Sandra L., Amman to Jakarta
Heaphy, Eileen M., Office of the Secretary, Policy Planning Staff to Bilbao
Herbert, Kevin F., Dublin to Medan
Hess, David M., Kaduna to Leningrad
Hildreth, Danny R., Cyprus to Sofia
Hoffman, Margery S., Vienna to Beijing
Holmes, Henry A., European Affairs to Lisbon
Huston, Colleen O., Oslo to Khartoum
Hutchins, Dirk W., Budapest to Kuala Lumpur
Isaacson, Paul Wilton, Riyadh to Berlin
Jackson, Donald W., Athens to Leningrad
Johnson, Barbara M., Fort-De-France to Lima
Jones, William B., Inter-Governmental Assignment to Bureau of Personnel
Kemp, Katherine Lee, Lagos to Rome
Keyser, Donald Willis, Special Domestic Assignments Program to Beijing
Knight, Melvin C., Athens to Hong Kong
Krieger, Nanette A., Tokyo to Warsaw
Lauderdale Jr., Eli N., Warsaw to Vienna
Lawrence, Loren E., Kingston to Inter-Governmental

Assignment

Lupo Jr., John T., Manila to Bangkok

Martin, Charles M., Beijing to East Asian and Pacific Affairs

Mauger III, G. Nicholas, Bangkok to Songkhla

McHugh, Patrick D., East Asian and Pacific Affairs to Medan

McKeon, Edward, Foreign Service Institute, Language Training to Tokyo

Mertz, Helen A., Buenos Aires to Brussels

Miller, James Brent, Beijing to Hong Kong

Morris, Virginia, Accra to Barcelona

Morrison, Bruce F., Prague to Tokyo

O'Connor, Patrick J., Khartoum to Chiang Mai

Parent, Kenneth W., African Affairs to Nicosia

Petersen, W. Gary, Office of Communications to Manila

Purnell, John A., Foreign Service Institute, Language Training to Poznan

Rhian, Barbara F., International Organization Affairs to Manila

Roberts, Diana Belle, Canberra to Bonn

Rodriguez, Richard J., Tijuana to Bucharest

Rustmann Jr., Frederick W., Udorn to Tokyo

Sainz, Claire R., Brasilia to Jakarta

Salic, Bonita C., East Asian and Pacific Affairs to Rangoon

Samuel, Edward Bryan, Foreign Service Institute, Language Training to Bucharest

Sell, Douglas A., Frankfurt to Bangkok

Sheehan, Geraldine R., Monrovia to Mogadishu

Skinner, Charles Bronson, Kingston to Belgrade

Spangler, Michael A., Muscat to Belgrade

Stahnke, Paul K., U.S. Mission to the Organization for Economic Cooperation and Development, Paris, to Bangkok

Strachan, Michael R., Foreign Service Institute, Language Training to Bucharest

Sullivan Jr., Paul B., Jidda to Nairobi

Thielmann, A. Gregory, Foreign Service Institute to Bonn

Thomas, Francisca A., Foreign

SANTIAGO, Chile—At awards ceremony, from left: Ambassador *James D. Theberge*; secretary *Nelia Fancher*, who received rating of S-5, R-5 in two languages; *Chita Fortuño*, incentive cash award; *Jorge Valenzuela*, meritorious step increase for performance in the economic field.

Service Institute, Language Training to Prague
Tynes, Robert E., Una Chapman Cox Sabbatical Leave Program to Hamburg
Von Duerckheim, Marsha D., Cairo to Bonn
Washburn, John L., Foreign Service Institute, Language Training to Jakarta
Weber, Walter A., Vientiane to East Asian and Pacific Affairs
Whitaker, Roy L., Philippines to Madras
Wing, Herbert Gilman, International Organization Affairs to U.S. Mission to Geneva
Woods, Michael Joseph, Rome to Office of Security, U.S. Mission to the United Nations Staff Field Office

Resignations (September)

Cash, Steven J., East Asian and Pacific Affairs
Cecchini Jr., Leo F., Helsinki
Ellis, David L., Office of Communications
Ewasko, Stephanie, Multinational Force Observers
Fischer, Robert W., Office of Communications
Frankowski, Walter M., Portugal
Galuppo, Peter E., Near Eastern and South Asian Affairs
Goldberg, Sherwood D., Office of the Secretary
Grandy, Michael B., Seoul
Greene, Herbert Phillips, East Asian and Pacific Affairs
Grossman, Andrew, London
Hammel, Richard C., Paraguay
Hill, Michael W., Syria
Hokenson, Douglas R., Bureau of East Asian and Pacific Affairs
Holbert, Thomas C., Office of Communications
Kennedy, Loretta, Harare
Kenyon, Kyle G., Office of Communications, Bureau of Administration
Lawler, James N., Inter-American Affairs
Linn, Bonnie Dale, Inter-American Affairs
McNally, Donald James, U.S. Sinai Field Mission
Moss Jr., Ambler Holmes, Panama
Munoz, Daniel A., La Paz
Reichenbach, Arthur J., European Affairs, Office of the Organization for Economic Cooperation and Development, European Community and Atlantic Political Economic Affairs
Riersgard, Linda F., Istanbul
Smith Jr., Don Cameron, Lima
Struck, Nancy Miller, Havana
Troutman, Marilyn L., Reykjavik
Vieira, John A., Rabat

Resignations (October)

Bogdan, Linda Zwaduk, Djibouti
Charlton, Jean L., New Delhi
Clift, Donna J., Tegucigalpa
Cook, Paul M., London
Davenport Jr., Walter N., Multinational Force Observers
Dawson Jr., Horace G., African Affairs
Declercq, Wilfred F., Near Eastern and South Asian Affairs
Horrell, Jewell Della, Hermosillo
Hurley, Catherine M., Inter-American Affairs
Jacobs, Michael Allen, Intelligence and Research
Kramme, Bruce E., Bureau of Personnel
McDaniel II, William E., Office of Security
Simpkins, Leroy C., Multinational Force Observers
Suarez, Raymond W., Lagos
Sullivan Jr., Richard J., African Affairs
Warwick, Elvera Margaret, Mogadishu
Widess, Karen Ann, Inter-American Affairs

Retirements (September)

Atkins, Leland K., Office of Communications
Emmel, Irmgard, Karachi
Hall, Francis S., Office of Citizens Consular Services, European Services Division
Maison, Raymond C., Tel Aviv
Murphy, John H., Arms Control and Disarmament Agency
Richman, Wayne S., Nassau
Rolph, Jean Seal, Information Systems Office
Rowe, David, International Organization Affairs, Office of Communications and UNESCO Affairs
Scott, Joan V., Department's Family Liaison Office
Smith, Wayne S., Havana
Thompson, James D., Tunis

Retirements (October)

Dohse, M. June, Rio de Janeiro
Hughes, Mary P., Near Eastern and South Asian Affairs, Office of Israeli and Arab-Israeli Affairs
Hyde, Jim H., Office of Communications
Jackson, William R., European Affairs
Johnston, Donald A., European Affairs
Marks, G. Rosalind, Guatemala
McEachern, Augusta M., London
Stacy, Carolyn O., Soviet Affairs
Vine, Richard D., Refugee Programs □

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Statistics on 1982 Foreign Service promotions

THE BUREAU OF PERSONNEL has prepared the following summary of promotions granted on the basis of recommendations by the 1982 selection boards. The data show the number of members eligible and reviewed for promotion consideration, the number promoted and the rate of promotion (percentage of those eligible who were promoted). The data are organized by class and primary skill code—by primary functional field for generalists, and by occupational category for specialists.

This skill code breakdown does not necessarily coincide with the promotion competition groups in which employees were competed. A summary explanation of the competition groups at each level is provided below; detailed information may be obtained from the 1982 selection board precepts.

The number of employees promoted in most categories is equal to the number of promotion opportunities authorized but, in a few specialist categories, boards did not utilize the full number of promotions available. The number of promotion opportunities authorized by the under secretary for management for the various categories was based on a projection of positions, personnel and skill needs over the next five years. Promotion opportunities were averaged over this period to provide more stable and predictable rates of future promotion. However, in the specialist occupational categories, opportunities were authorized to fill all projected vacancies in the coming year.

When an analysis of the promotion data has been completed, statistics will be published concerning the average time-in-class and time-in-service of eligible members and of members promoted. Readers will find comparable 1981 promotion statistics in the December 1981 issue of STATE.

Competition groups	Number eligible	Number promoted	% eligibles promoted
FEMC to FECM (classwide competition of all eligible officers)			
Prog. dir.	168	10	6.0
Admin.	14	0	0.0
Cons.	5	0	0.0
Econ.	24	0	0.0
Pol.	42	0	0.0
Specialists	18	0	0.0
TOTALS	271	10	3.7
Generalists			
FEOC to FEMC (classwide competition)			
Prog. dir.	52	14	26.9
Admin.	28	4	14.3
Cons.	15	4	26.7
Econ.	65	7	10.8
Pol.	89	16	18.0
TOTALS	249	45	18.1
FS–1 to FEOC (competition classwide and by cone; individuals with program direction primary skill codes competed in the cone of the secondary skill code; eligibles include only those requesting threshold review)			
Prog. dir.	15	4	26.7
Admin.	84	14	16.6
Cons.	46	4	8.7
Econ.	128	15	11.7
Pol.	219	25	11.4
TOTALS	492	62	12.6
FS–2 to FS–1 (competition by cone, except FP members in administrative subfunctions, who were competed separately by subfunction)			
Admin.	124	22	17.7
Cons.	122	21	17.2
Econ.	170	30	17.6
Pol.	270	46	17.0
B&F	23	3	13.0
GSO	14	5	35.7
Per.	9	3	33.3
TOTALS	732	130	17.8
FS–3 to FS–2 (competition as in FS–2 to FS–1)			
Admin.	136	29	21.3
Cons.	198	43	21.7
Econ.	117	27	23.1
Pol.	190	41	21.6
B&F	15	3	20.0
GSO	40	7	17.5
Per.	9	3	33.3
TOTALS	705	153	21.7
FS–4 to FS–3 (tenured junior officers competed classwide; FP generalists competed by cone or administrative subfunction)			
Tenured junior officers			
Admin.	88	37	42.0
Cons.	94	49	52.1
Econ.	69	27	39.1
Pol.	37	13	35.1
TOTALS	288	126	43.8
Members not in Junior Officer Program			
Admin.	3	1	33.3
Cons.	8	2	25.0
B&F	12	8	66.6
GSO	13	6	46.2
Per.	7	4	57.1
TOTALS	43	21	48.8
Specialists *(competition by occupational category)*			
FEOC to FEMC			
Com. off.	2	0	0.0
Sy. off.	4	0	0.0
Sy. eng.	2	0	0.0
Auditor	2	0	0.0
FBO off.	1	0	0.0
Med. off.	10	2	20.0
Psych.	2	1	50.0
Sci. off.	9	0	0.0
Narc. off.	2	0	0.0
TOTALS	34	3	8.8
FS–1 to FEOC (eligibles include only those requesting threshold review)			
Com. off.	7	1	14.3
CEO	1	0	0.0
Courier	1	0	0.0
Sy. off.	17	1	5.9
Sy. eng.	2	1	50.0
FBO off.	4	1	25.0
Med. off.	4	4	100.0
Sci. off.	1	0	0.0
Narc. off.	3	0	0.0
TOTALS	40	8	20.0
FS–2 to FS–1			
Com. off.	17	4	23.5
CEO	3	1	33.3
Courier	5	0	0.0
Sy. off.	62	3	4.8
Sy. eng.	27	0	0.0
Auditor	10	1	10.0
Nurse	7	0	0.0
Sci. off.	1	1	100.0
TOTALS	132	9	6.8
FS–3 to FS–2			
Com. off.	44	5	11.4
CEO	23	6	26.1
Courier	6	1	16.7
Sy. off.	102	7	7.0
Sy. eng.	13	4	31.0
FBO	1	1	100.0
Auditor	3	1	33.3
Nurse	15	1	6.7
Secy.	7	0	0.0
TOTALS	214	26	12.1
FS–4 to FS–3			
Com. off.	95	6	6.3
CEO	66	14	21.2
Courier	30	1	3.3
Sy. off.	34	29	85.0
Sy. eng.	4	2	50.0
Nurse	10	3	30.0
Secy.	55	0	0.0
TOTALS	294	55	18.6
FS–5 to FS–4			
Com. off.	185	16	8.6
Courier	20	0	0.0
Secy.	149	9	6.0
TOTALS	354	25	7.1
FS–6 to FS–5			
Com. off.	63	20	31.7
Courier	4	4	100.0
Secy.	219	23	10.5
TOTALS	286	47	16.4
FS–7 to FS–6			
Com. off.	39	31	79.5
Courier	1	1	100.0
Secy.	224	41	18.3
TOTALS	264	73	27.7
FS–8 to FS–7			
Secy.	94	65	69.2 ■

2 new offices established in human rights bureau

The Bureau of Human Rights and Humanitarian Affairs has established two new offices—the Office for Policy and Programs, headed by Robert S. Steven, with Hugh V. Simon as deputy director, and the Office of Multilateral Affairs, with Ralph H. Graner as chief. The Office of Human Rights is under the direction of Theresa A. Tull, and the Asylum Unit is headed by Lawrence Arthur. Paula Kuzmich is the bureau's public and congressional affairs adviser. ☐

Petrolimerick

Said the Russian, "It's really too bad:
Since the oil-using world has gone mad,
It is really a pity
We renamed the city
That used to be called Petrograd."

—BASIL WENTWORTH ☐

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Bureau Notes

Secretary's Office

Office of the Secretary

SECRETARY SHULTZ traveled to New York to participate in the UN General Assembly and to hold a series of bilateral meetings, and to Val David, Canada, to attend a NATO ministerial meeting, September 26–October 8. Accompanying the Secretary were MRS. SHULTZ; RAYMOND SEITZ, executive assistant to the Secretary; E. ANTHONY WAYNE, MICHAEL KLOSSON, ERIC S. EDELMAN and LORA SIMKUS, special assistants to the Secretary; JOYCE NESMITH, staff assistant to the Secretary; ELIZABETH GASTON, BONNIE ROBERTS and LYNDA DUNN, secretaries, Office of the Secretary; ALVIN ADAMS, deputy executive secretary; and GEORGE TWOHIE, executive director, Executive Secretariat. On October 7–8, Mr. Shultz accompanied PRESIDENT REAGAN to San Diego to participate in a meeting with the president-elect of Mexico. Accompanying Mr. Shultz were Mr. Klosson; Ms. Dunn; GRETCHEN GERWE and LINDA LEYBLE, Secretariat Staff.

Operations Center director JOHN D. STEMPEL spoke at Shepherds College, September 27, and to the Chicago Council on Foreign Relations, October 13, on crisis management and Iran. He participated in the semiannual meeting of the board of advisers for the Patterson School for Diplomacy and Commerce, at the University of Kentucky, October 14–17 . . . The Operations Center welcomed JEFF BARON and JO ELLEN POWELL as new watch officer/editors. New senior watch officers are WILLIAM GARLAND and THOMAS L. RANDALL JR. Watch officer MARGARET B. ELLIOTT departed the Operations Center for language training, followed by an assignment to Athens . . . Former watch officer/editor ROBERT J. FEATHERSTONE was assigned to the mid-level course at the Foreign Service Institute. DAVID HOPPER has joined the Secretariat Staff as a line officer. Operations assistant ANN SHAMP has resigned to resume her studies towards a graduate degree.

Personnel who have joined the Secretariat Staff are DIANA STUART, BONI BENDER and JACKIE STEIN. Members of the Secretariat Staff who accompanied the Secretary to the opening session of the UN General Assembly, September 27–October 7, were TAIN TOMPKINS, deputy director; RICHARD SHINNICK, LAURIE JOHNSON, DAVID HOPPER and JUDITH FERGIN, staff officers; SAADIA SARKIS, DIANE STUART, MILDRED ENGRAM, BETSY NEIL and SHARON OHTA, secretaries; and DAN McIE, management analyst. With the Secretary in La Sapiniere, Canada, for the NATO ministers meeting, October 2–3, were ERIC KUNSMAN and TOM FARRELL, staff officers; and KATHY McGUIGAN and BETSY NEIL, secretaries. ☐

Office of the Under Secretary for Political Affairs

Under Secretary LAWRENCE EAGLEBURGER traveled to New York, September 27–October 6, for the 37th session of the UN General Assembly. He was accompanied by executive assistant WILLIAM MONTGOMERGY and personal assistant MILDRED LEATHERMAN . . . TERRY PELON has joined the secretarial staff of the under secretary, replacing MARSHAL TILLMAN, who has taken on new duties in the Bureau of European Affairs. ☐

Administration

Office of Communications

JOHN L. TURNER, chief of the Communications Center Division, recently attended a course at the Federal Executive Institute, Charlottesville, Va. . . . ARTHUR E. MOODY of the Communications Security Division traveled with the inspection team that was scheduled to inspect Embassy Cairo . . . The following were in the office on consultation recently: GARY MANCINELLI, Freetown; WILLIAM G. HARRISON, Libreville; WILLIAM FANJOY, Bujumbura; FRANCES MASTERMAN, Vienna; NORMAN R. McKONE, Nouakchott; DANNY LOCKWOOD, Maputo; JOHN L. HUGHES, Department; MORREY E. GRYMES JR., Izmir; JOSEPH KEATON, Department; RUDOLPH GARCIA, Niamey; GEORGE McCUMBER, Brasilia; DALE LARSON, Moscow; MICHAEL BUCCELLATO, New Delhi; DONALD BOWKER, Department; KENNETH WALLACE, Rome; MARGARET A. CALLEN, Rome; DARRELL SKINNER, Luxembourg; JOSEPH DUFFY, Beijing; SAVERIO PARISI, Paris; MICHAEL D. MARCONI, Department; GEORGE SURA, Accra.

Completing courses in the Communications Training Division were PATRICIA JOHNSON, Reykjavik; JAMES BOND, Winnipeg; JEFFREY GORSKY, Bilbao; HOWARD R. CHARLES, Tunis; WALTER L. MYERS, Bombay; MURRELL McCUMBER, Cairo; DARRELL SKINNER and JOHN S. BLASCHER, National Security Agency; HARRY SCHNEIDER, Nairobi; FLOYD WILSON, Ndjamena; JOHN JOSEPH O'BRIEN and NORMAN McKONE, Nouakchott; ROGER COHEN, communications rover for Africa; ARTHUR MARCIEL, Paris; WALTER CHANG, Lagos; LUIS DIAZ-RODRIGUEZ, Department; DAVID F. HAZZARD, Moscow. ☐

Language Services Division

DIMITRY ZARECHNAK joined the Russian-language complement in Geneva in time for the beginning of the intermediate nuclear forces talks, September 30. The arrival of GALINA TUNIK-ROSNIANSKY augmented the complement just prior to the convening of the strategic arms reduction talks (START), October 5. BILL KRIMER, senior diplomatic interpreter, who joined the division in 1963 and had headed its contingent at the strategic arms limitation talks (SALT) from the beginning, retired on August 18. Mr. Krimer was given a Superior Honor Award in recognition of his services to the Department, especially for his contribution to the aforementioned negotiations. DIMITRI ARENSBURGER has been assigned the responsibility of managing the Geneva Language Services contingent.

FERD KUYATT, verbatim reporter, traveled to New York, September 12, to report the Secretary's speech before the United Jewish Appeal . . . The NATO Parliamentarians Special Committee on Nuclear Weapons in Europe, chaired by Senator JOSEPH R. BIDEN JR. (D.-Del.) on the American side, met in Washington, September 20–22. ALEC TOUMAYAN, STEPHANIE VAN REIGERSBERG and CAROL WOLTER handled the interpreting. The North Atlantic Assembly Subcommittee on the Free Flow of Information and People met in Washington, September 22–24. SOPHIA PORSON, Ms. van Reigersberg and Ms. Wolter provided interpretation. Mr. Toumayan accompanied the commander-in-chief, Atlantic, to Paris, the weekend of September 26 . . . U.S.-People's Republic of China textile talks in Washington, at the end of September, were handled by JIM BROWN.

Language Services interpreters went to the UN General Assembly for bilateral meetings of the Secretary, several interpreters having to make more than one trip for the purpose. Involved in this exercise were Mr. Brown (Chinese), TONY HERVAS (Spanish), CORNELIUS IDA (Japanese), CYRIL MUROMCEW (Russian), Ms. Porson (Portuguese), NEIL SEIDENMAN (Portuguese), Mr. Toumayan (French), Ms. van Reigersberg (Spanish) and Ms. Wolter (French). Verbatim reporters Kuyatt and MARIE TAYLOR alternated, spending a week each in New York on the same occasion.

On October 3, DON BARNES flew to Costa Rica with Assistant Secretary THOMAS O. ENDERS for a meeting of the Foreign Ministers of Countries Interested in the Promotion of Democracy in Central America and the Caribbean, returning on October 5. Mr. Hervas and Ms. van Reigersberg flew to San Diego, October 7–8, for PRESIDENT REAGAN's meeting with the president-elect of Mexico. TED HERRERA accompanied the U.S. delegation to the inauguration of the new Bolivian president, October 10. ☐

Office of Security

DANIEL POCUS of the New York Field Office departed, September 30, on a temporary duty assignment in the Vatican City. Special agent-in-charge WILLIAM McFADDEN visited Morocco, West Germany, and Austria, September 25–October 6, with several local law enforcement chiefs. WILLIAM KETTERING, GLENN OLDHAM, ALFRED SANTOS, GARY

GIBSON, JOHN DONATO, JAMES WALSH and THOMAS COMISKY were members of the security tactical unit for the UN General Assembly.

From September 13–17 JAMES PRIETSCH and JOHN KONICKI of the Education and Training Staff visited Tegucigalpa as members of a mobile training team. On September 17 ROY HIGGINS became the new deputy chief of the office, after completing his tour in Warsaw. On September 21 ALAN GOLACINSKI gave a speech entitled "The Terrorism Threat Abroad," to the Association of Old Crows, in Dayton, O. On September 24 JAMES PRIETSCH gave a lecture, on the role of the Office of Security, at the Defense Institute of Security Management, Wright-Patterson Air Force Base, Dayton.

The Secretary's Detail advanced the Secretary's latest domestic stops. Its agents include GREG STARR and DAVE BOTSKO, who advanced the Secretary's Cummington, Mass., stop in August; JIM DOLAN and JOHN McKENNAN, the early September New York visit; and DAVE BOTSKO, BUD RAO and JEREMY ZEIKEL, New York, the UN General Assembly. WALTER DEERING and Mr. Starr proceeded to Montreal, Canada; CRAIG DECAMPLI and ED LENNON were sent to Cummington after the General Assembly; Mr. Decampli was sent onward to Reno, Nev., while Mr. Deering and Mr. Starr went to Los Angeles. TONY BELL and MIKE VIGGIANO advanced San Diego, and DAVE BOTSKO and JEREMY ZEIKEL handled the Palo Alto stop over the Columbus Day weekend. Special agent CHRIS ANDREWS advanced the refueling stop in Kansas for this trip. The following six Secretary's Detail agents attended the first-aid refresher course in September: DALE KARLEN, JIM DOLAN, CHARLIE BUNN, LEE REED, JIM HUSH and MIKE KELLY.

Several members of the Threat Analysis Group traveled overseas during September and October to confer with embassy and consulate officials, and host government security officials, on terrorism. JOHN BEDROSIAN traveled to Bogota, Lima, San Salvador, Tegucigalpa and Guatemala. ANDREW CORSUN visited Istanbul, Ankara, Athens, Nicosia, Paris and London. STEFANIE STAUFFER traveled to Amman, Damascus, Kuwait, Karachi, Islamabad and Dacca. LOUIS MIZELL, Threat Analysis Group, traveled to Chicago, Puerto Rico and Miami to consult with local law enforcement officials and Office of Security field offices. T.J. MALLORY, MICHAEL BENDER and DOUGLAS ROSENSTEIN were detailed to the Office of Security's General Assembly command post in New York. LOUIS MIZELL traveled to New York to brief the Office of Security's General Assembly protective detail agents, on domestic terrorism concerns.

STEVE HIPSON (Near East affairs desk officer) and his wife attended a White House reception in honor of Ambassador PHILIP HABIB. JOHN TELLO, DAVE HARRISON and STEVE HIPSON participated in protective security details for the UN General Assembly. BRUCE TULLY traveled to Paris to conduct a counterterrorism course. JEFF BOWERS accompanied USIA director CHARLES Z. WICK on his trip to Europe. BILL GIBSON, ROGER ROBINSON and DON NESS traveled to Europe and the Middle East on a familiarization trip. GARY SCHATZ joined the staff of the Foreign Operations Division, as the East Asia desk officer. BILL ARMOR, associate director for security, Frankfurt, consulted with JEFF BOWERS, European desk officer. KEN KNAUF, retired annuitant, was on 60 days' temporary duty to Beijing, as the regional security officer. DAVE BOWYER was on temporary duty in Tegucigalpa as the regional security officer. The following regional security officers consulted in the Foreign Operations Division: ROY HIGGINS, formerly Warsaw; ANDY DILLARD, formerly Jidda; ED HOWARD, assistant regional security officer, Bogota; and GEORGE VARROS, formerly Ottawa. ☐

***Michael Conner*, right, receives Navy's Meritorious Service Medal for his work on the new embassy complex under construction in Moscow. Responsible for the Seabee unit on the project, he was cited in connection with the security systems on the job site. Presenting award is *Marvin Garrett*, State's deputy assistant secretary for security.**

African Affairs

Assistant Secretary CHESTER A. CROCKER delivered the keynote dinner speech at the National Business League's national convention, in Dallas, September 14 ... Deputy assistant secretary FRANK WISNER, with ROBERT J. CABELLY, special assistant, participated in a conference on "U.S. Businesses in South Africa," September 22; it was sponsored by Yale University ... Deputy assistant secretary JAMES K. BISHOP, with MICHAEL WYGANT, director, Office of Public Affairs, briefed visiting African foreign ministry officials, September 20. On September 22 Mr. Bishop spoke at a USIA seminar on "American Foreign Policy." Mr. Bishop, with ROBERT M. PRINGLE, director, Office of Economic Policy; DAVID PASSAGE, deputy director, Office of Southern African Affairs; RICHARD W.

BOGOSIAN, director, Office of East African Affairs; and Mr. Wygant, briefed 37 visiting African foreign policy experts on "U.S.-Africa Relations," September 27.

Special assistant RICHARD J.J. SULLIVAN has resigned after six years with the Foreign Service, all of them served within the African bureau. He has gone on to a new career in New York in the insurance business. GREGORY FERGIN, former desk officer for Liberia and Sierra Leone, has replaced Mr. Sullivan ... DAVID THACHER, staff assistant, departed in August; he is in the Bureau of Economic and Business Affairs, working on trade agreements. His replacement is JOHN HEDGES, former general services officer in Lagos, Nigeria.

THOMAS E. WILLIAMS, deputy director, Office of West African Affairs, traveled to the University of Indiana at Bloomington, October 7, to participate in a program sponsored by the Nigerian Students Association in honor of Nigerian independence. He spoke on U.S.-Nigerian relations and participated in a panel discussion ... PETER EICHER, desk officer for Monrovia, Office of West African Affairs, traveled to New Mexico and Texas, October 4–7, on behalf of the Office of Recruitment, Examination and Employment. He met with faculty members, and addressed groups of students interested in Foreign Service careers at the University of New Mexico, at New Mexico State, and at University of Texas, El Paso. □

Consular Affairs

Assistant Secretary DIEGO C. ASENCIO conducted the first of a series of seminars titled "Consular Perspectives in the Eighties," September 17, in the Department. The seminar focused on Mexico and the Caribbean, with special emphasis on immigration issues. Guest specialists included MICHAEL TEITELBAUM, TERENCE CANAVAN, Ambassadors RICHARD RUBOTTOM and VIRON P. VAKY, HAROLD BRADLEY, DAVID HUBBARD, ANTHONY MAINGOT, ALBERT BLUMSTEIN and GERI McARDLE. On September 23 Mr. Asencio testified before the Senate Permanent Subcommittee on Investigations, which was looking into alleged fraud and abuse in the issuance and use of federal identity documents. On October 2–8 he conducted the East Asia and Pacific consular policy and management review conference, at Seoul, Korea. On October 8–9 he conferred with officials at the Honolulu Passport Agency. On October 13–15, he conducted the South American consular policy and management review conference, in Caracas, Venezuela.

ROBERT E. FRITTS, senior deputy assistant secretary for consular affairs, participated in the East Asia and Pacific consular policy and management review conference at Seoul, and in the Canadian principal officers conference, in Quebec, October 13–14. On September 27, ALFONSO ARENALES, special coordinator for legislative and public policy, addressed the National Tourism Policy Council in Washington, on immigration. Mr. Arenales also addressed the writers of the media-diplomat seminar, September 28, in the Department.

Participants in the East Asia and Pacific consular policy conference in Seoul included Mr. Asencio, Mr. Fritts, LOUIS GOELZ and RONALD SOMERVILLE from the bureau, PAUL F. GARDNER, BRUCE A. FLATIN, ALLAN OTTO, JOHN SPROTT, ROBERT H. MILLER, congressional staffers ROBERT K. BOYER and LINSEY S. SLOAN, and representatives from overseas posts. Participants in the South American consular policy and management review conference included Mr. Asencio, ROBERT LANE, DONALD PARSONS, EDWARD KREUSER and INGRID STEGELMANN from the bureau, SCOTT BURKE, SHARON WILKINSON, and other representatives from overseas posts.

J. DONALD BLEVINS, deputy assistant secretary for passport services, opened the passport fraud coordinators conference, in Washington, September 15–24. Mr. Fritts addressed the conference luncheon, at the Foreign Service Club. Fraud coordinators from the passport agencies included SHEILA MEEHAN (Philadelphia); HELEN SLOAN (Seattle); WINNIE COOK (Honolulu); RUDY LITTLEFIELD (Boston); SAMUEL T. ARMSTRONG (Houston); MARY SOMMERS (New Orleans); ED KAPLAN (Stamford); DOROTHY MORGAN (Miami); MIKE SILVA (San Francisco); DAMON MIURA (Los Angeles); RICHARD BECKMAN (Chicago); HELEN STRAUCHEN (New York); and BARBARA CHESMAN (Washington). The Evaluation and Standards Division conducted the training session, which featured law enforcement agents from the Federal Bureau of Investigation, Drug Enforcement Agency, Immigration and Naturalization Service, Bureau of Customs and the Department's Office of Security. A field trip to Dulles International Airport was held to observe the Immigration and Naturalization Service and Customs at work screening arrivals. VIVIAN A. FERRIN, Passport Services, on September 22, addressed the Indiana County Officers Association on the passport workload and plans for the 1983 peak season. That same day, he met with staff officials from the offices of Senators DAN QUAYLE and RICHARD G. LUGAR, both Indiana Republicans. On September 23 Mr. Ferrin visited the Chicago Passport Agency to review its operations. On September 24 JAMES L. WARD, Citizens Emergency Center, addressed the International Information Exchange Group, in the Department, on overseas citizen services and the role of consular affairs in U.S. foreign policy.

On September 13-17 PENNY McMURTRY, Fraud and Documentation Division, traveled to Bridgetown, Barbados, for the Caribbean antifraud workshop, and to Guayaquil, Ecuador, to help formulate a more effective antifraud program. On September 25–October 10, RICHARD DUNBAR, chief, Systems Liaison and Procedures Division, traveled to Hong Kong to review automation of consular services and conduct a "mini site survey" for installation of automated systems. Mr. Dunbar then went to Manila, to review progress in the immigrant visa applicant control system installation. On September 25–October 10, DONALD MUDD, Chief, Post Liaison Division, traveled to Athens, Amman, Abu Dhabi and Kuwait, for management consultations. ALICE STEVENS RITCHIE Office of Special Operations, and ED HART, Seattle regional director, held seminars for acceptance facilities officials, September 27–October 1, in Minot and Bismarck, N.D.; Sioux Falls, S.D.; and Duluth and Minneapolis, Minn. GARY ROACH and KATHY WARD, also from the Office of Special Operations, conducted similar seminars in Des Moines and Cedar Rapids, Io., and Indianapolis, Ind., September 28–October 1.

On September 21, CARMEN A. DiPLACIDO, director, Citizens Consular Services, and members of his staff conferred with officials from the Office of the Secretary of Transportation, regarding reforms in the consular officers' shipping and seamen responsibilities. Mr. DiPlacido also met with officials of American Citizens Abroad, concerning that organization's proposed book on U.S. citizens residing overseas. During the week of September 20, JAY A. RINI, chief of the African Division of Citizens Consular Services, participated in meetings of the Social Security Administration's southest region. The conference focused on problems unique to Mexico that impact on the cities along the Mexican border. On September 20, JAMES L. WARD and ELIZABETH ANN SWIFT traveled to McGuire Air Force Base, Wrightstown, N.J., to assist with the arrival of U.S. citizens who had been involved with the Malaga airplane accident. Ms. Swift then traveled to Buffalo and Boston to assist other U.S. citizens on arrival from Malaga.

Bureau personnel completing courses during September and October include: ANN V. COVINGTON (administrative core course); MONICA A. GAW, DONNA L. WATERS, MARVIN GROENEWEG, PATRICK MURPHY and ALEC M. PELTIER (executive congressional relations seminar); JO CAROLE POTTER and JAMES E. RITCHIE (executive performance seminar, Berkeley Springs, W. Va.); JOY CHURCHILL (art of negotiation); LAURA SCHMIDT (foreign affairs interdepartmental seminar); and CAROLYN DEVAUGHN (management skills seminar, Berkeley Springs). New and reassigned employees in the bureau include: **DALE SHAFFER**, who joined the Citizens Consular Services in its Europe and Canada Division; **CAYSAUNDRA BROWN**, Citizens Emergency Center, Overseas Citizens Services; and **KATHLEEN L. HELTON**, Office of the Assistant Secretary.

WINIFRED S. COOK, assistant regional director of the Honolulu Passport Agency, was a recipient of the congressional award for exemplary service to the public (STATE, October). **RACHEL S. PITTARELLI**, Visa Office, and the Boston, Miami, and Los Angeles Passport Agencies were also nominated for the congressional awards program. □

East Asian and Pacific Affairs

Assistant Secretary **JOHN H. HOLDRIDGE** was among those who greeted President and Mrs. Marcos of the Philippines and Thai Foreign Minister Siddhi in their separate visits here in late September. He hosted a lunch in honor of the foreign minister on September 24. Mr. Holdridge participated in the Secretary's bilaterals with Asian leaders, at the UN General Assembly, New York, September 28–October 6. He also had bilateral meetings with the Asian government officials. From October 10–15, Mr. Holdridge was among those who greeted Indonesian President Soeharto, who visited Florida, Texas and Honolulu.

In the Office of Chinese Affairs, deputy director **RICK HOWARTH** traveled to China, October 3–21, for consultations and to check on the new posts to be opened in the future. **RICHARD MUELLER**, deputy director for economic affairs, traveled to China, October 2–20, for maritime consultations with the Chinese. He then traveled to China posts and Hong Kong on consultations. **LORRAINE TAKAHASHI**, economic officer, participated in the U.S.-China textile negotiations, September 27–October 6. **RICHARD BOUCHER**, economic officer, spoke at Oberlin College, September 29, to a business seminar on "U.S.-China Economic Relations."

PAUL GARDNER, director of the Office of Regional Affairs, spoke on "U.S. Policy in East Asia and the Pacific," at the consular conference in Seoul, October 5. **MARK PRATT**, deputy director, represented the Department at the NATO Asian experts meeting, in Brussels, October 5–8. □

Economic and Business Affairs

RICHARD T. McCORMACK, assistant secretary-designate, traveled to Geneva, September 17, to prepare for the upcoming General Agreement on Tariffs and Trade ministerial meetings. He then went to Brussels for consultations with European Communities officials and staff members of the U.S. mission to the European Communities. On October 4–5, he attended the opening of the Coordinating Committee on Export Controls list review in Paris. On October 8, he spoke to the Whig Cliosophic Society, in Princeton, N.J., on "America's Place in the International Economy."

Under Secretary **W. ALLEN WALLIS**, with former Assistant Secretary **ROBERT D. HORMATS**, attended the annual International Monetary Fund, International Bank for Reconstruction and Development, and related meetings, in Toronto, September 3–9. The general meetings were preceded by meetings of the interim and development committees, as well as the deputies' and ministers' meetings of the G-5 and G-10 countries. Principal topics at the meetings were the fund's eighth annual review of quotas, and the VI and VII replenishments of the International Development Association. Mr. Hormats, now a consultant to the bureau, took advantage of the meetings to host a series of bilateral discussions with senior financial officials from several other member nations. Also attending the meetings were **ELINOR G. CONSTABLE**, deputy assistant secretary for international finance and development; **WILLIAM MILAM**, director of Office of Monetary Affairs; **GARY H. MAYBARDUK**, also from Monetary Affairs; **ADRIAN A. BASORA**, director of the Office of Development Finance; and **RON WOODY**, also of Development Finance. Mr. Basora and Mr. Woody also attended the meeting of the Inter-American Development Bank, as advisers to the U.S. delegation.

On consecutive days, **MICHAEL CALINGAERT**, deputy assistant secretary for international resources and food policy, addressed the annual convention of the National Association of State Departments of Agriculture, in Des Moines, on "Agriculture and Foreign Policy"; the first International Food and Finance Conference, sponsored by the Global Interdependence Center in Minneapolis, on "Critical Issues for Food Policy in the 1980s"; and the Committee on Critical Materials Supply of the American Iron and Steel Institute, in Washington, on strategic materials policy. On September 16, Mr. Calingaert testified before the International Trade Subcommittee of the House Ways and Means Committee, in support of the extension of legislation to implement the international coffee agreement. On October 1 he participated in a panel discussion moderated by Senator **RICHARD LUGAR** (R.-Ind.), on measures to increase U.S. agricultural exports. It was sponsored by the Agriculture Council of America, and held in Washington.

ROBERT PASTORINO, chief of the Industrial and Strategic Materials Division, with **JAMES GAGNON** of the division, participated in the regional studies program at the National Defense University Industrial College, addressing a class, October 7, on "Resources in Central and South Africa" ... Food Policy Division chief **BRIAN R. FURNESS** traveled to Paris, the week of September 27, as U.S. alternate representative for the meeting of the Organization for Economic Cooperation and Development joint working party on agricultural trade, and for the Committee for Agriculture. **MARY ANN PETERS** of the division participated in the Food and Agriculture Organization's intergovernmental group on grain, which met in Rome the week of October 4. The division's **BEN FAIRFAX** represented the bureau at the U.S.-Canadian bilateral consultations on food and agriculture issues in international organizations, in Ottawa, October 4–5.

MARK LORE of the Tropical Products Division served as U.S. spokesman for a final negotiating round in Geneva, September 20–October 1, to create a new international jute agreement. The new accord is said to mark a departure in international commodity agreements in that it is intended to promote market development and research, rather than try to stabilize prices ... **STEVE MULLER** of the division traveled to Atlanta, August 11, to address the annual convention of the National Coffee Service Association, on "The Value of the International Coffee Agreement to American Consumers." On August 23 he consulted with the National Coffee Association in New York, on issues concerning the renegotiation of the international coffee agreement. He was a member of the U.S. delegation that successfully renegotiated the agreement in London, September 6–24 ... From October 6–20 **RICHARD IMUS**, chief of the Textiles Division, chaired the U.S. delegation negotiating new bilateral textile agreements with Romania and Hungary. Mr. Imus also consulted at the General Agreement on Tariffs and Trade's Textile Surveillance Board session in Geneva during this period.

New employees in the bureau include **RONALD A. DWIGHT**, Office of East-West Trade; **CHERI BROWN** and **KEITH HUGHES**, Message Center; **PATRICIA MILLER**, Office of Development Finance; **CYNTHIA KRUCELYAK**, Special Trade Activities Division; **LEIGH TURPIN**, General Commercial Policy Division; and **JEANNE AUGUSTOSKY**, Food Policy Division. □

European Affairs

Assistant Secretary-designate **RICHARD BURT** attended the Secretary's bilateral meetings with European leaders, at the 37th UN General Assembly, in New York, September 26–October 5. Mr. Burt also participated in a panel at Georgetown University Law Center, September 25; the subject was nuclear arms control... Principal deputy assistant secretary **ROBERT D. BLACKWILL** traveled for consultations to the United Kingdom, Germany, France and the Netherlands, September 10–13. **JACK BINNS**, director of the Office of Northern European Affairs, joined Mr. Blackwill in The Hague, then visited other Benelux posts, London and Reykjavik ... Deputy assistant secretary **JAMES F. DOBBINS JR.** addressed a meeting organized by the United Nations Association, September 16, in New York. He briefed the U.S. delegation to the General Assembly, September 17, and a group of Danish editors, September 30. On October 6, he spoke to the Industrial College of the Armed Forces. He also gave the opening address to the United Kingdom-sponsored NATO public informatior symposium, in London, October 14–16.

Ambassador **MARK AUSTAD**, Norway, accompanied King **OLAV V** of Norway, who came to the United States to open several events connected with the "Scandinavia Today" program. Ambassador **FRANKLIN FORSBERG**, Sweden, was in Washington on consultations, October 14–15. Ambassador **H. ALLEN HOLMES**, Portugal, was sworn in September 25, and departed for post October 4. Ambassador **JAMES RENTSCHLER**, Malta, was sworn in August 23. Ambassador **MONTEAGLE STEARNS**, Greece, was in the Department for consultations, September 24–25. Special envoy **WILLIAM A. WILSON**, Vatican, was in the Department on consultations, September 25–29. Deputy chief of mission **PETER BRIDGES**, Rome, was in the Department for consultations, September 25–28. **RICHARD BARKLEY**, political counselor, Bonn, consulted in the Department the week of October 4. **FELIX BLOCH**, economic counselor, Vienna, was in the Department in late September for consultations.

RUTH L. WILLOW, personnel officer, Office of the Executive Director, departed Washington, September 10, on a trip to Europe, for consultations on new personnel regulations and how they affect U.S. employees overseas. She advised Foreign Service personnel on the 1983 assignments cycle, and discussed post staffing needs and other general administrative questions involving the European bureau. Ms. Willow visited U.S. embassies in Paris, Warsaw, Berlin, Prague, Budapest, Bucharest, Sofia, Rome, Madrid and Lisbon ... **JOHN KORNBLUM**, director, Office of Central European Affairs, traveled to Bonn, Berlin and Hamburg, for consultations and the presentation of a speech at Haus Rissen ... **THOMAS WESTON**, deputy director, traveled to New York, October 4–5, to participate in the Secretary's bilateral meeting with the Federal Republic of Germany foreign minister... **J.D. BINDENAGEL**, economic officer, consulted in Bonn and Berlin, September 28–October 5 ... **DOUGLAS JONES**, desk officer for Austria and Switzerland, traveled to Bern, Zurich, Vienna and Salzburg, for consultations, September 12–13. ... **MILES PENDLETON**, deputy director of the Office of Northern European Affairs, attended the Secretary's bilateral meetings at the General Assembly in New York, September 27–October 1, with the foreign ministers of the United Kingdom, Denmark, Belgium and the Netherlands ... **MICHAEL C. LEMON**, officer-in-charge of Benelux affairs, Office of Northern European Affairs, consulted at the Benelux posts in late September and early October ... **ERIC REHFELD**, special assistant, Office of European Security and Political Affairs, participated in the annual U.S. European Command infrastructure planning conference, at the embassy in London, the week of September 27 ... **JAMES SWIHART** has reported for duty in the political affairs section of the Office of European Security and Political Affairs ... Special Cyprus coordinator **REGINALD BARTHOLOMEW** attended the Secretary's bilateral meetings with the Turkish and Greek foreign ministers, September 29 and October 1, respectively, and with the president of Cyprus, October 6 in New York ... **DIRK GLEYSTEEN**, director, Office of Southern European Affairs, attended the Secretary's bilateral meetings with the Turkish and Greek foreign ministers. From New York, he continued on to Turkey, Greece, Cyprus, France and the United Kingdom, for meetings and consultations, October 1–30.

ALAN H. FLANIGAN, director, Office of Western European Affairs, attended the Secretary's bilateral meetings, at the General Assembly, with the Italians, Spanish and Portuguese, September 29 and October 1 ... **DAVID S. DeCRANE**, Spanish desk officer, Office of Western European Affairs, was in Madrid and Bilbao, September 5–19, for consultations with the post ... **E.J. BEIGEL**, political/military officer, Office of Western European Affairs, attended the narcotics conference in Rome, October 4–6 ... **JACKLYN CAHILL**, officer-in-charge of French affairs, Office of Western European Affairs, was on the official delegation from the United States attending **PRINCESS GRACE**'s funeral ... Three new staff members have joined the Office of Western European Affairs: **PHYLLIS WILLIAMS**, secretary for the deputy director and French desk; **MARK BIEDLINGMAIER**, secretary on the Italian desk; **ELIZABETH IMBURG**, secretary, Portuguese desk. □

Foreign Service Institute

ALLEN I. WEINSTEIN, School of Language Studies, participated in a foreign language instructional technology conference in Monterey, Calif., September 21–25. **BENJAMIN PARK**, director of the institute's Yokohama Field School and the Seoul in-country training program, came to Washington for consultations with the School of Language Studies and with Department officials, September 7–14. **APRIL GLASPIE**, director of the Arabic Language School in Tunis, Tunisia, came to Washington for consultations with the School of Language Studies and with Department officials, August 30–September 3. Asso-

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ciate Dean **JOHN B. RATLIFF** of the School of Language Studies received, on September 1, a Superior Honor Award. **PAUL STRATTON**, personnel officer, attended a conference sponsored by the International Management Personnel Association, in San Diego, October 3–8.

Employees who recently entered on duty at the institute include **LESLIE JACKSON**, School of Professional Studies, and **LEO J. MOSER**, director, Center for the Study of Foreign Affairs. The institute has acquired three vocational trainees from the Yorktown High School—**TERESA Y. AVERY, DEBRA A. HEADLEY** and **SARAH E. WENLEY**. New language and culture instructors assigned to the institute include **JANINE BLAND** (French), **RUTH GUTHRIDGE** (German), **PIRJO GEZARI** (Finnish), **JUTTA HICKS** (German) and **ALICE HYMAN** (Afrikaans). □

Human Rights and Humanitarian Affairs

Assistant Secretary **ELLIOTT ABRAMS** addressed the Interreligious Task Force on Soviet Jewry, of the American Jewish Committee; the International Diplomats of Washington, D.C.; the Inter-American Press Association; the Chicago Council on Foreign Relations; the Foreign Affairs Interdepartmental Seminar; and the Executive Seminar, at the Foreign Service Institute. He was interviewed on radio in Minneapolis, by the Chicago Tribune, and by the 1982 fellows of the World Press Institute.

Senior deputy assistant secretary **MELVIN LEVITSKY** traveled to Mexico, Costa Rica and Peru, on a USIA-sponsored speaking tour. He held discussions with local human rights interest groups, community leaders, government representatives and members of the press, on the Reagan administration's human rights policy. While in Costa Rica, he attended the Inter-American Seminar on State Security and Human Rights. Also participating in this seminar was **ELEANOR RIDGE**, international organizations officer of the bureau.

ROBERT SNYDER has joined the bureau as Latin American regional officer. **DALE SHAFFER**, who previously held that position, has transferred to a new assignment in the Bureau of Consular Affairs. **CONSTANCE BRAXTON** has joined the bureau as a clerk-typist. □

Inspector General's Office

In late September, inspector general **ROBERT L. BROWN** testified before the permanent Senate subcommittee on investigations, at a hearing on fraudulent uses of identity documents. With **ROBERT H. MILLER**, director of the Office of Management Operations, he attended the meeting of the President's Council on Integrity and Efficiency, at Quantico, Va., October 14–15. The council focused on compliance follow-up procedures of inspectors general, and implementation of the Federal Managers' Financial Integrity Act. Later in the month, Mr. Brown made a supervisory inspection trip to Egypt and Israel, where an inspection team was performing a conduct-of-relations inspection.

Ambassador **NANCY OSTRANDER** has joined the Office as an inspector, and is a member of the team inspecting Mexico. The most recent addition to the staff, **C. THOMAS METZ**, has entered on duty as an audit-qualified inspector, and is working on special projects during this inspection cycle. **SANTA PARKER**, staff assistant and supervisor of the Secretarial Support Staff, recently participated in a one-day workshop on motivational procedures, sponsored for supervisors by the U.S. Office of Personnel Management. □

Intelligence and Research

WEVER GIM, director of the Office of Analysis for East Asia and Pacific, spoke to a visiting group of U.S. military officers from Fort Bragg, N.C., on East Asian issues, October 7. **CAROL HAMRIN**, China analyst, gave a talk on China's 12th party congress, at Harvard University's Fairbank Center for East Asian Research, and attended the center's annual conference on East Asian intellectual history, September 24–25. **RALPH BRAIBANTI**, Philippine analyst, addressed the Defense Institute of Security Assistance Management, in Dayton, O., on Philippine political developments, September 28.

MARTIN LOWENKOPF of the Office of Analysis for Africa visited countries in South and East Africa, in July and August, in con-

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INSPECTOR GENERAL'S OFFICE—Inspector general *Robert L. Brown* presents Meritorious Honor Award and cash award of $500 to *Ora B. Smith*, secretary to the deputy inspector general, Francis X. Ready. (Mr. Ready has retired after 35 years.)

nection with the bureau's scholar-analyst research project on Brazilian-African relations. He also visited Mauritius and Madagascar, for consultations.

DAVID E. L'HEUREUX, executive director of the bureau, attended an executive seminar at Wang Laboratories, Lowell, Mass., September 27–28.

ALAN W. LUKENS, director of the Office of Analysis for Western Europe, chaired a bureau-sponsored conference of U.S. Government experts in Italy, arranged by **D. THOMAS LONGO JR.**, analyst in the Southern Europe Divison, September 9. **MICHAEL E. PARMLY**, analyst in the same division, addressed the West European area studies course at the Foreign Service Institute, on Portuguese foreign policy, August 19. **LUCIE KORNEI**, in the director's office for western Europe, consulted with political and economic officers at Embassy Vienna, September 3, during her vacation in Austria.

The director of the Office of Analysis for Inter-American Affairs, **WILLIAM KNEPPER**, participated in the Council of the Americas annual Washington conference for business executives working in Latin America. Middle-America/Caribbean Division chief **ROBERT DUBOSE** traveled to Barbados, St. Lucia, Dominica, Jamaica, Honduras and Belize, July 4–18, for consultations with local officials. **JAMES BUCHANAN**, Argentine expert, has assumed the duties of division chief for South American affairs. **LOUIS LICHT** of that office has been selected for labor officer training, and is to be away from the bureau for six months ... Joining the Office of Analysis for Inter-American Affairs were **STEPHEN TOMCHIK**, covering El Salvador; **CHARLES HERRINGTON**, Guatemala; **HOWARD DAVIS**, the Caribbean; and **JIM DAVIS**, Mexico.

GEORGE S. HARRIS, director of the Office of Analysis for the Near East and South Asia, attended a planning conference on central Asia, at the Wilson Center, July 23. He also gave the keynote address to the Extended Teacher Institute in Middle East Studies, Emory University, Atlanta, July 29 ... **WALTER K. ANDERSEN**, India analyst in the South Asia Division of that office, delivered a paper on Indian foreign policy, at a conference on Asia and Pacific affairs, at Santa Cruz, Calif., July 22-25. **JEFFREY LUNSTEAD**, also of the South Asia Division, delivered a paper on "The Military in Bangladesh Society," at a conference at the Naval Postgraduate School, Monterey, Calif., August 6.

MARTHA MAUTNER, deputy director, Office of Analysis for the Soviet Union and Eastern Europe, addressed civic groups on the subject of the Soviet Union, and participated in a series of related media engagements in Denver, Boulder, Colorado Springs and Grand Junction, Colo., July 28–August 7. She also addressed the World Affairs Council and University of Alaska associated groups in Anchorage, Fairbanks and Juneau, Alaska, on U.S. relations with the USSR, September 17–25. She addressed the media-diplomats seminar in the Department, on Soviet-U.S. relations, September 27 ... **NORMA HARMS**, analyst in that office, spoke at the Foreign Service Institute to the Latin American area studies group, on Soviet policy in Latin America, August 16. **ROBERT FARLOW**, analyst, spoke at USIA on Romanian politics and foreign policy, to Fulbright scholars leaving for Romania, July 30. **FRANK FOLDVARY**, in the East European Division, spoke on Poland to the public affairs forum of Reformation Lutheran Church, Washington, September 21. ☐

Inter-American Affairs

The bureau's annual regional narcotics conference was held in Panama City, September 23–24. Represented were the Drug Enforcement Administration, the Coast Guard, USIA, 19 U.S. embassies in South and Central America, and other agencies concerned with drug trafficking. Participating agencies discussed ways to help combat the flow of illicit narcotics coming from Latin American countries ... The bureau's labor attache conference was held in Washington, September 27–30. It saw participation from 27 labor attaches and labor reporting officers, as well as officials from Labor, USIA and AID ... The U.S. presidential delegation to the October 10 inauguration of **HERNAN SILES ZUAZO** as president of Bolivia was headed by Ambassador **J. WILLIAM MIDDENDORF II** ... **SAMUEL F. HART**, director of the Office of Andean Affairs, was a member of the eight-man delegation which visited La Paz, October 9–11. ☐

International Narcotics Matters

Deputy assistant secretary **JON R. THOMAS** traveled to Mexico City, September 19–22, to attend the Mexican narcotics zone coordinators meeting, and to hold discussions with senior Mexican officials. He addressed the International Narcotic Enforcement Officers Association, in Hartford, Conn., September 10. On September 30, at the Federal Law Enforcement Training Center, Glynco, Ga., he gave the commencement address to the graduating class of the Advanced International Drug Enforcement School, comprised of mid-level to senior officials of 14 countries.

Program officer **LANA CHUMLEY** visited Bolivia and Peru on an orientation trip, and to assess drug control efforts, August 20–September 6 ... Bureau personnel participated in a joint Bureau of Inter-American Affairs/Bureau of International Narcotic Matters regional narcotics conference at Panama, September 22–23. Participants included officials from the White House, Treasury, Justice, Coast Guard, Drug Enforcement Administration, National Institute of Drug Abuse, and coordinators for narcotics for embassies in Latin America ... During September, program officer **ROSS BENSON** visited the Bahamas, Haiti, Jamaica, Belize, and Guatemala, for orientation purposes and to review the regional drug interdiction effort.

The UN Division on Narcotic Drugs recently hosted a meeting in Vienna to review a proposal for a buffer stock of opiate raw materials. The chief of the Global Strategy and Support Division, **ALBERT L. GLAD**, attended the session with participants from eight other nations, including Turkey, India, France and Australia. The final report of the meeting will be presented to the Commission on Narcotic Drugs at its February 1983 session. The chief of the Americas Division, **WILLIAM SERGEANT**, visited Bolivia, Peru, Ecuador and Colombia to review activities of the narcotics assistance units in those countries, September 21–October 8 ... **DEWEY WATKINS**, deputy comptroller, visited the narcotics assistance unit budget and fiscal office in Mexico, the week of October 4, to assist in the audit of the aviation maintenance project and to review the September 30 final year closing operations ... **BURT ENGLISH** has joined the Commodity Management Division. ☐

International Organization Affairs

The official U.S. delegation to the second UNESCO World Conference on Cultural Policies, held in Mexico City, July 26–August 6, was headed by the U.S. Ambassador to UNESCO **JEAN GERARD**. Delegates included **JAMES D. PHILLIPS**, director, Office of Communications and UNESCO Affairs; **DAVID ROWE**, former agency director for UNESCO affairs; and **HOWARD HARDY**, former cultural and communications attache, U.S. mission to UNESCO ... Ambassador Gerard was in the Department on consultations the first week of October ... Mr. Rowe retired on August 20 ... **PHILIP J. RIZIK**, new agency director for UNESCO affairs, attended the 115th UNESCO executive board session, in Paris, August 30–October 8 ... **RICHARD SCHIFTER** attended that portion relating to the Committee on Conventions and Recommendations, which handles human rights cases ... **BROOKE HOLMES**, acting executive director of the U.S. Man and the Biosphere Program, attended a "Grazing Lands and People Conference," in Denver, July 14–16. He also attended a meeting of the Directorate on Island Ecosystems, in San Juan, Puerto Rico, August 16–17, and a meeting on "The Impacts of Limited Water on Agriculture in the Arid West," September 28–October 1, in Asilomar, Calif. ... Two interns have joined the Office of Communications and UNESCO Affairs for the fall term: DONALD FLORANG, from San Diego State University, and JANEE CAMLIN, from Capital University, Columbus, O.

CRAIG LINGEL, Office of International Development, accompanied Assistant Secretary GREGORY NEWELL to the UN General Assembly in New York, September 27–October 7 ... ANTONIA GAYOSO, director, Office of International Development, and JAMES J. GORMLEY of the office served as U.S. representatives for the U.S.-Canada consultations on international agricultural issues, in Ottawa, October 4 ... HARRY GLAZER, Office of International Development, addressed a seminar on "The Impact of the World Economy on Development, Women and Children," sponsored by the Baltimore conference of the United Methodist Women, October 2. He spoke on the work of the UN Development Program and answered a number of questions ... Deputy assistant secretary GORDON STREEB, with HARRY GLAZER, Office of International Development, and JOHN HOSKINS of the U.S. mission to the United Nations, New York, represented the United States at the first meeting of the UN Development Program's intersessional Committee of the Whole, on the financing and future role of the UN Development Program, in New York, September 13–15. This committee was set up at the 29th session of the UN Development Program governing council, which met in Geneva June 1–18. Bureau members of the U.S. delegation to the council meeting included HARRY GLAZER, who was designated secretary of the delegation; HARTFORD T. JENNINGS, Office of International Development; and KATHLEEN MOODY, Office of UN System Adminstration. Participating from the U.S. mission in New York was FRANK BRECHER. The delegation was headed by JOSEPH WHEELER, deputy administrator of AID ... GORDON DUGAN, who recently joined the Office of International Development, following an assignment as political-economic officer on the Mexican desk, represented the bureau at the resumed fourth session of the Intergovernmental Committee on Science and Technology for Development, which met in New York September 8–10.

KAARN WEAVER, from the Office of International Economic Policy, has transferred to the Office of the Under Secretary for Economic Affairs ... STEPHEN PULASKI, from the Office of International Development Assistance, has returned to AID ... DAWN DODGE has been appointed to the Office of Administrative Services ... The following individuals are interning in the bureau: REGINA RYAN, JILL CHRISTENSEN, JANEE CAMLIN, DONALD FLORANG JR. and KENNNETH MOFFETT JR.

From September 3–28, BARRY F. GIDLEY, director, Office of UN System Budgets, accompanied the chief of staff, and other members of the surveys and investigations staff of the House Appropriations committee, to China, Sri Lanka, Thailand and Nepal, continuing their study of U.S. participation in the UN system and, specifically, to review UN Development Program and UN Children's Fund (UNICEF)-funded programs at the project level. From September 21–29, EDMOND A. McGILL, budget analyst, Office of UN Systems Budgets, traveled to Geneva, Switzerland, and to Turin, Italy, to attend discussions with International Labor Organizations program directors and financial officials.

Ambassador JOHN W. McDONALD briefed the U.S. Youth Council, on international years and conferences, September 21. He spoke to a four-state group in Kansas City, September 23; to William Penn House in Washington, September 24; the United Nations Association in New York, September 30; and the National Council on Aging, in Washington, October 5, concerning the recently-completed World Assembly on Aging.

Legal Adviser's Office

DAVID COLSON, assistant legal adviser for oceans and international environmental and scientific affairs and U.S. deputy agent in the case concerning the maritime boundary in the Gulf of Maine area with Canada, was in The Hague, September 27, to file the U.S. memorial with the registrar of the International Court of Justice in that case ... SCOTT HAJOST was in Geneva, August 31–September 3, participating in a UN Environment Program drafting group on marine environment protection agreements for the wider Caribbean region ... STEVE ASHER was in New York, September 20–24, at the law of the sea conference, participating in the drafting committee and working on the final act of the conference.

K. SCOTT GUDGEON, assistant legal adviser for inter-American affairs, was a member of the U.S. delegation which successfully concluded negotiations with Panama on a bilateral investment treaty, September 21–24; he accompanied Assistant Secretary THOMAS ENDERS to San Jose, Costa Rica, for a conference of foreign ministers of Central American and Caribbean democratic states, October 3–4 ... THOMAS J. RAMSEY, attorney-adviser, Office of the Assistant Legal Adviser for Management, participated on the U.S. delegation to the NATO Civil Communications Planning Committee, in Brussels, October 11–14. Mr. Ramsey also participated in seminars sponsored by the Computer Law Association and the Legal Times, October 21, in New York, and October 28, in San Francisco. Mr. Ramsey spoke on matters relating to international telecommunications regulation, from a user perspective.

JAMES BUSUTTIL has joined the Office of the Assistant Legal Adviser for Law Enforcement and Intelligence, as an attorney ... VaLINDA LAWRENCE has joined as a secretary in the Treaty Office ... ROBERT GERMAN has been assigned to the Office of the Assistant Legal Adviser for Private International Law. Mr. German, a Foreign Service officer, will serve as executive director of the Advisory Committee on Private International Law. ☐

Near Eastern and South Asian Affairs

Assistant Secretary NICHOLAS VELIOTES met with the American Foreign Policy Seminar, September 24, to discuss "The U.S. Effort for Peace and Stability in the Middle East." On September 30, deputy assistant secretary JAMES PLACKE participated in a Department of Commerce program, "Assessing Business Opportunities," in Washington. WAT CLUVERIUS, deputy for Middle East negotiations, met with the National Jewish Community Relations Advisory Council, September 14. On September 20, Mr. Cluverius briefed members of the World Affairs Council of San Francisco, who were visiting Washington. CHARLES HILL, director, Office of Israeli and Arab-Israeli Affairs, addressed the Zionist Organization of America leadership, October 5, and the National Bipartisan Political Action Committee, October 6. ROBERT HOUGHTON, director, Office of Multinational Forces and Observer, attended a seminar on peacekeeping, in New York, sponsored by the International Peace Academy and the English-speaking Union.

CLARENCE PEGUES, post management officer, traveled to Damascus, Amman, Baghdad, Cairo, Tel Aviv and Jerusalem, for consultations on administrative matters. On September 9, WILLIAM KIRBY, Office of Israeli and Arab-Israeli Affairs, briefed the Washington Missions Program from Vineland, N.J. On September 15, JOHN HERBST of that office briefed the board of the World Affairs Council of Portland, Me., on the President's peace initiative. KENNETH BRILL, Office of Egyptian Affairs, met with participants in the Operations Crossroads Africa Program. On September 28, ELI BIZIC, senior economic/ financial adviser, briefed the Executive-Diplomat Seminar, and Mr. Cluverius briefed the Media-Diplomat Seminar Program, sponsored by the Bureau of Public Affairs.

STEPHEN EISENBRAUN, political officer for India, traveled to India and Pakistan, August 27–September 18. Following his visit to South Asia, he stopped in London for talks with the desk officers at the British Foreign Office. NANCY POWELL, political officer for Nepal, attended North Carolina-Nepal Day, September

25, in Raleigh. The event, attended by 200 Americans and Nepalis, was hosted by Governor JAMES HUNT, a former Ford Foundation employee in Nepal. DIANNE MARKOWITZ, energy/technology adviser, attended Data Resources, Inc.'s "Energy Outlook Conference," in Bedford, Mass., October 1. ROBERT L. KRANTZ has joined the staff of the Office of Multinational Force and Observers Affairs. ☐

Oceans and International Environmental and Scientific Affairs

The sixth meeting of the U.S.-Republic of Korea Joint Standing Committee on Nuclear and Other Energy Technology was held in Washington, September 27–29. Principal deputy assistant secretary HARRY MARSHALL JR. headed the U.S. delegation, and the Republic of Korea delegation was headed by BYOUNG WHIE LEE. Reports on progress involving U.S. cooperation with the Korean nuclear power program were presented, including the program regarding fuel management. The Korean side provided information regarding the status of the nuclear power program, and specifically noted the steps being taken to alleviate the problems with the fuel for the Kori-I reactor. At the conclusion of the meeting of the commission, a joint minute was signed by Mr. Lee and Assistant Secretary JAMES L. MALONE.

A high-level review of scientific cooperation between the United States and France was held in Washington, September 17. The U.S. side was led by PRESIDENT REAGAN's science adviser, GEORGE KEYWORTH, who also heads the Office of Science and Technology Policy in the White House, while the minister of research and industry, JEAN-PIERRE CHEVENEMENT, headed the French delegation. The major topics discussed concerned national activities and bilateral cooperation in the major subject areas of fundamental science and energy research. The speakers also discussed science policy and organization in their respective countries. The discussions focused on the

DACCA, Bangladesh—Ambassador *Jane A. Coon* opens the embassy's new consular office.

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—Deputy assistant secretary *Charles Horner*, left, presents Meritorious Honor Award to *Eugene G. Kovach* on the latter's retirement. Mr. Kovach was director of the Office of Advanced Technology.

dependence of future economic growth and stability on science and technology, and the desirability in each country of better intergrating its industrial and scientific and technological communities. As a result, it was agreed that future cooperation in applied research disciplines should be emphasized while maintaining the strong current exchange in areas of fundamental science. The parties also agreed on the importance of strengthening bilateral exchanges in such fields as space, oceanology, biomedicine and engineering sciences. They also believed that the U.S. scientists should be encouraged to increase their participation in the exchange programs. The two sides concluded that such reviews are extremely valuable for maintaining the effectiveness of bilateral cooperation between the two countries in science and research. They agreed that the next review should be held in Paris in 1984. The previous review was held there in July 1980. Representatives of the two sides have met a number of times since 1969, when the two countries agreed to meet periodically to review bilateral science and technology cooperation. Assisting Mr. Keyworth were the following American participants: JAMES EBERT, vice president, National Academy of Sciences; CHARLES HORNER, deputy assistant secretary of state for science and technology; DONALD LANGENBERG, deputy director, National Science Foundation; JOHN MARCUM, assistant director for energy and natural resources, Office of Science and Technology Policy, Executive Office of the President; EDWARD McGAFFIGAN, assistant to the director, Office of Science and Technology Policy, Executive Office of the President, and member of the National Security Council Staff; ALVIN TRIVELPIECE, director of research, Department of Energy; and JAMES WYNGAARDEN, director, National Institutes of Health. Besides minister Chevenement, the French participants included FRANCOIS GROS, science adviser to the prime minister; PHILIPPE LAZAR, president, National Institute for Health and Medical Research; GERARD RENON, deputy administrator, Atomic Energy Commission; BERNARD DORIN, director, Office of the Americas, Foreign Ministry; JEAN-LOUP MOTCHANE, director, Office of Science and Technology Cooperation, Foreign Ministry; WLADIMIR MERCOUROFF, director of external affairs, National Center for Scientific Research; JACQUES WARIN, director, international affairs, Ministry of Research and Industry; and PHILIPPE LORINO, adviser to the minister on international affairs, Ministry of Research and Industry.

The deputy assistant secretary for nuclear affairs, JAMES B. DEVINE, participated in a Face-to-Face program, September 7. He discussed the administration's nonproliferation policy ... MARTIN PROCHNIK, director, Office of Energy Technology Cooperation, was State's representative to the September 30 meeting of the International Energy Agency Committee on Research and Development, in Paris. On the same trip, he met with British officials on possible U.S.-United Kingdom cooperation in the development of breeder reactors, and with French officials and the Nuclear Energy Agency secretariat, in connection with the upcoming meeting of the Nuclear Energy Agency steering committee.

JAMES A. STORER, director, Office of Fisheries Affairs, presented a paper on "Institutional Aspects of Fishery Management," at a conference on economic development at Auburn University, Auburn, Ala., September 22 ... LARRY L. SNEAD, deputy director, headed the U.S. delegation to the eighth session of the Fishery Committee for the Eastern Central Atlantic Ocean, in Lome, Togo, September 8–14. The organization is a Food and Agricultural Organization regional fisheries body concerned with fishery management and development activities off West Africa. In returning from Lome, Mr. Snead met with the fisheries director general and other European Economic Community staff members in Brussels, September 16, regarding ratification and implementation of the Atlantic salmon convention. On September 22, Mr. Snead traveled to Ottawa to discuss the Atlantic salmon situation with Canadian fishery officials. On September 30, the Senate gave its advice and consent to the ratification of the Atlantic salmon treaty.

FELIX DOROUGH, director, Office of Science and Technology Support, consulted with science counselors at U.S. embassies in Bonn and Paris and at the U.S. mission to the Organization of Economic Cooperation and Development, September 27–October 1. His trip to Europe was for the primary purpose of discussions in Geneva on transfer of technology.

Foreign Service officer THOMAS WILSON has joined the staff of the Office of Environment and Health, where he is to be responsible for atmospheric-pollution matters. Mr. Wilson came to the bureau from Halifax, Nova Scotia, where he was U.S. consul general. He is replacing Foreign Service officer ALEXANDER K. SLEGHT, who is attending National Defense University at Fort Lesley J. McNair, Washington ... Foreign Service officer DAVID SCHIELE has joined the staff of the Office of Environment and Health, where he is to be responsible for marine-environment affairs; Mr. Schiele's last post was the U.S. mission to the United Nations in Geneva. He is replacing Foreign Service officer SUE PATTERSON, who is now serving at the American consulate general in Milan, after having taken Italian-language studies at the Foreign Service Institute during the summer.

Ambassador RICHARD E. BENEDICK, coordinator of population affairs, visited India, September 12–19, while en route to the third Asian and Pacific population conference of the Economic Commission for Asia and the Pacific, in Colombo, Sri Lanka. In India, he consulted on population matters with government officials, scientists and business and private sector leaders—in New Delhi, Bombay, Pune and Madras. At the population conference, September 20–29, which had as its theme the integration of population factors in development strategy, Mr. Benedick headed the U.S. delegation and chaired the agenda item on financial and technical assistance. He also met with Sri Lankan President Jayewardene and cabinet ministers, to discuss population policies and programs. From September 30 to October 2, Mr. Benedick held discussions in Bangkok with Thailand's health minister and other officials, and visited family planning projects and research institutes in Chiang Mai. On October 3–5, he went to Bangladesh, meeting with the chief martial law administrator, General Ershad, and other officials, visiting rural health centers and speaking on global population trends and policies before the Bangladesh Institute of Strategic Studies and other groups. Finally, on October 8, Mr. Benedick conducted a seminar for members of the Rand Corp., in Santa Monica, Calif., on Asian population and programs. ☐

Politico-Military Affairs

Director **JONATHAN T. HOWE** testified, with Ambassador **EDWARD ROWNY**, head of the U.S. delegation to the strategic arms reduction talks (START), before the Senate Foreign Relations Committee, September 21, concerning the opening of the second round of negotiations with the Soviet Union, which commenced in Geneva in early October. On September 30, the director again testified, with Mr. Rowny, on the same subject, before the House Foreign Affairs Committee. On the same day, he accompanied Deputy Secretary **KENNETH W. DAM** for testimony before the Senate Foreign Relations Committee on the Lebanon situation.

On September 14, the deputy director for strategic and theatre military affairs, **ROBERT W. DEAN**, discussed the administration position on arms control with the Ruth Mott Foundation in Washington. On September 22, Mr. Dean testified, with Mr. Rowny, before the Senate Intelligence Committee on START. Mr. Dean also testified with Ambassador **PAUL NITZE**, September 23, before the Senate Armed Services Committee on the opening of the next round of the negotiations with the Soviet Union on intermediate range nuclear forces in Europe. On the same day, Mr. Dean represented the administration on nuclear arms control issues and the nuclear freeze before a panel of experts from the American Federation of Scientists. Mr. Dean traveled to Denver to appear on a TV program on the nuclear freeze, "Colorado on Trial." While in Denver, Mr. Dean also appeared on local TV news shows, and presented press backgrounders to local news media. On September 28, Mr. Dean testified before the Senate Armed Services Committee, with Mr. Rowny, on START.

Deputy director **STEFAN HALPER** led a U.S. delegation which held bilateral discussions in Rome, The Hague, Brussels, Bonn, Paris and London, during late September, on U.S. policy to strengthen the Coordinating Committee on Export Controls embargo on the transfer of militarily critical technologies and equipment. While in Paris, Mr. Halper also attended the opening session of the committee's list review, October 4. **JERRY LEACH** of the Technology Transfer Assessment Staff accompanied Mr. Halper for the bilateral meetings.

Ambassador **JAMES E. GOODBY**, vice chairman of the U.S. START delegation, departed Washington in early October for the opening of the second round of negotiations with the Soviet Union in Geneva. **EDWARD IFFT**, Office of Strategic Nuclear Policy, accompanied Mr. Goodby to Geneva for the opening of the second round on October 6 ... The bureau's senior adviser for Soviet affairs, **JEREMY AZRAEL**, presented a speech titled "Trends and Prospects in U.S.-Soviet Relations" to the Senior Staff Seminar, conducted by the Rand Corp., October 11, in Santa Monica, Calif.

On October 1, Foreign Service officer **KATHARINE KOCH** joined the bureau as special assistant to the director ... Former special assistant **JED C. SNYDER** departed the bureau in late September to assume a position as research associate at the Woodrow Wilson International Center for Scholars, at the Smithsonian. Mr. Snyder has also received an appointment as guest scholar at the Foreign Policy Institute, School of Advanced International Studies, Johns Hopkins University ... Special assistant **JON SMRTIC** presented a speech on the formulation of U.S. national security policy, to a group of 78 foreign military officers, September 23 ... **KRISTEN K. CICIO** joined the bureau in August as staff assistant; her previous position was with the Department of the Navy. Her predecessor, **GRETCHEN GERWE**, was reassigned to State's Executive Secretariat ... **J. SHERWOOD McGINNIS** began his assignment as staff assistant on September 20. He previously served as a consular officer in Ciudad Juarez.

GEORGE M. BARBIS, political adviser to the chief of staff of the Army, under the State-Defense Exchange Program, accompanied General **E.C. MEYER** on a trip to Europe and the Middle East, September 18–30. It included a two-day stop in the Wurzburg area of Germany to observe U.S. forces participating in the NATO exercise, Carbine Fortress; four days in Turkey, where General Meyer was the guest of his Turkish counterpart; a weekend in the Sinai, Egypt, visiting the Multiforce Observers; and four days in Greece visiting Greek Army units at the invitation of General Meyer's Greek counterpart ... **JOSEPH P. SMALDONE**, chief of the Arms Licensing Division, Office of Munitions Control, addressed the Defense Investigative Service international seminar, September 9, in Richmond, Va., on arms export controls. On September 17 he spoke on "Conflict in Africa," at the Defense Intelligence School's conference on Africa in the 1980s. He also organized and chaired a panel on security assistance for strategies, at the Georgetown University Center of Strategic and International Studies conference ... **CHARLES R. HARTLEY**, deputy director, Office of Munitions Control, was a speaker at the Aerospace Industries meeting in San Francisco, September 29–October 1 ... **ARCHIE M. BOLSTER**, deputy director of the Office of Security Assistance and Sales, also attended the Aerospace Industries meeting in San Francisco, and participated in a panel discussion on "Financing Military Exports." He also spoke to a seminar class at the Industrial College of the Armed Forces, October 6, on "Planning Security Assistance for Africa." ... **FELIX C. VARGAS** visited Honduras, El Salvador and Nicaragua, September 19–25. He held discussions with embassy personnel relating to U.S. security assistance programs in Central America and overall U.S. policy toward the region ... Colonel **JAMES EDGAR** completed a three-year tour in the Office of Regional Security Affairs, as part of the State Defense Exchange Program, and has been assigned to the Joint Chiefs of Staff ... **JOHN FINNEY**, acting deputy director for the Office of Regional Security Affairs, attended a conference on Thailand at the Fletcher School of Law and Diplomacy, October 1–2 ... **JAMES OVERLY** participated as a member of the U.S. delegation to the UN Ad Hoc Committee on the Indian Ocean as a Zone of Peace, in Geneva, August 3–20 ... **MICHAEL STRUTZEL** conferred with U.S. embassy staffers in Lisbon and Athens, and also visited U.S. military facilities in Crete, as well as U.S. military headquarters in Europe, September 28–October 17 ... **MICHAEL AUSTIN**, **DOMINICK GANNON** and **RICHARD MILES** were among regional security officers who attended the ceremony at the White House during which **PRESIDENT REAGAN** honored Ambassador **PHILIP HABIB**. ☐

Refugee Programs

Deputy assistant secretary **JAMES N. PURCELL** traveled to Tokyo, August 16–21, for discussions with Japanese government officials on refugee issues ... Deputy Assistant secretary **ARTHUR E. DEWEY** visited Lebanon, July 7–11 and August 29–31, to assess emergency relief needs there. Mr. Dewey also led the U.S. delegation at a UN relief advisory committee meeting in Vienna, August 25–28 ... Deputy assistant secretary **ROBERT L. FUNSETH**, with **JOHN CAMPBELL** of the Office of Refugee Admissions, traveled to Ottawa, September 10–11, to discusss refugee resettlement with Canadian government officials. ■

American Diplomacy 1782

Boundaries for a sovereign nation

November 1782

BY JAN K. HERMAN

GENERAL WASHINGTON prepares for another winter at his headquarters in Newburgh on the Hudson. He commands an army that has not seen combat in over a year. There are many desertions, and discipline has worn thin. Now, more than ever, the troops must be kept occupied.

On the 13th, the embarrassing and infamous Asgill affair finally comes to an end when the commander-in-chief, complying with an act of Congress, releases the British captain, who is threatened with execution in retaliation for the murder of an American POW. Asgill's release, prompted by direct French intervention, not only saves the young man from the hangman, but Washington's reputation as well. "Capt. Asgill has been released," the general informs French Foreign Minister Vergennes, "and is at perfect liberty to return to the Arms of an affectionate parent whose pathetic address to your Excellency could not fail of interesting every feeling heart in her behalf."

In Europe, the American and British peace commissioners slog their way through marathon negotiating sessions, trying to hammer out a preliminary peace agreement. Many details need to be refined and clarified. By the 5th, a draft is ready; it closely resembles Franklin's original points. The sovereign and independent United States is to extend from the Atlantic Ocean and St. Croix River in the east to the Mississippi River in the west. The southern boundary is to extend west to east along the 31st parallel, from the Mississippi to the Chattahoochie River, and then follow the northern boundary of Florida to the Atlantic. The northern boundary, a bit more complicated, has two possible solutions. One demarcation would be all water following the St. Lawrence River and Great Lakes to the Lake of the Woods. The other would follow the 45th parallel from the Connecticut River to the Mississippi. As for the use of the Mississippi, navigation of the river from source to mouth would forever remain free and open.

John Jay's distrust of the Spanish initiates a secret article stating that, should Britain be in control of West Florida at the final peace, the United States would not object to her retaining the territory.

Surprisingly, there is little disagreement over the boundaries. The uncomfortable phase deals with debts, fishing and compensation for the Loyalists. Debts and fishing rights are debated, and tentative solutions are agreed upon.

(One of a series)

On the subject of the Loyalists, the British commissioners insist on compensation for those Americans who had pledged their allegiance to the king and lost everything in the process. At this very moment refugees clog London, a reminder to Lord Shelburne that his political future may hinge upon whether their interests are addressed.

Although hardly sympathetic to the Tories' plight, Jay and Adams remain somewhat flexible. They are not adverse to some form of restitution. Franklin, however, is unyielding. His own son, once royal governor of New Jersey, is a Loyalist spokesman. Benjamin the Patriot and William the Tory have parted, never to see or speak with one another again. A civil war that pits brother against brother, neighbor against neighbor and, in Franklin's case, father against son, has added an ugly dimension to the Revolution. The old diplomat's personal hurt and his hatred of the Loyalists in general cannot help but flavor his attitude.

The commissioners momentarily set aside this burning issue. Henry Strachey, Richard Oswald's colleague, travels to London with the draft treaty. He returns to Paris on the 25th. After further haggling over Loyalist compensation, Oswald reluctantly agrees to a face-saving compromise. Congress will "recommend" to the States that restitution be granted to loyal British subjects whose lands have been confiscated. Apprised that a congressional recommendation is not binding on the States, the British nevertheless assent with the attitude that they have done all they can for the Tories.

On Saturday the 30th, the commissioners sign the provisional treaty. Its articles are not to be final "until terms of a peace shall be agreed upon between Great Britain and France." Britain's war with her former colonies may be over, but the wider conflict with her European neighbors is not. ■

Letters to the Editor

—(Continued from Page 1)

a bicycle provides an excellent alternative to walking. And it also provides a good form of exercise.

However you choose to structure your explorations, you should keep a log of some kind. My preference is to hang a map of the city on the wall in my office, and to mark each route which I have covered on foot or on bicycle. And then, when it comes to deciding where to go next, you simply look at the part of the map with the least lines on it.

Having conducted extensive perambulatory explorations of Miami, New Orleans, Los Angeles, London, Tehran, Prague and Frankfurt, along with lesser excursions in scores of other cities, I can say with conviction that this style of living provides far more interesting sights, people and insights than you can possibly gain by staying behind the wheel of your car or reading from a guidebook.

Yours,
DANIEL C. GAMBER
Administrative officer ☐

'Our guys'

WASHINGTON

DEAR SIR:

Recently I received a letter from a professor at Centre College of Kentucky whom I had come to know when I was a diplomat-in-residence there. Here are several excerpts in which I though you might be interested . . .

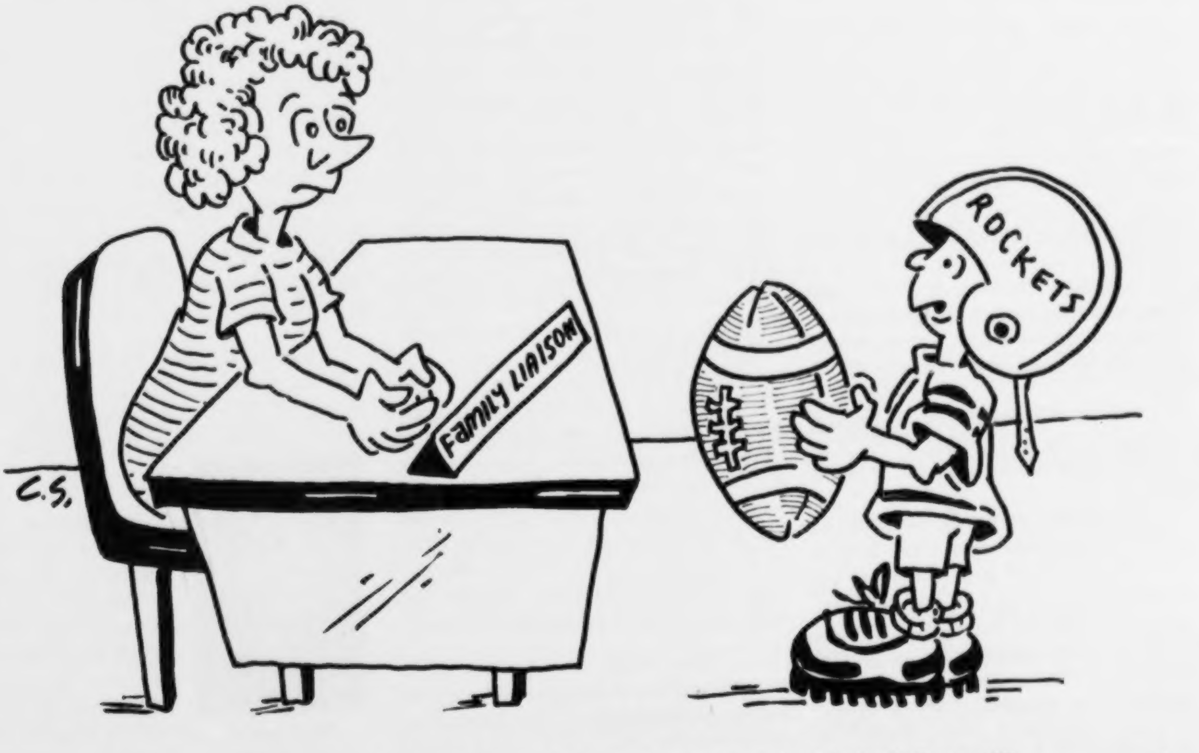
". . . the Cameroon trip was a whopping success . . . [Ambassador] Hume Horan was very generous to us. He met with and spoke to our group soon after we arrived in Yaounde . . . Then several days later we, in our grubby traveling clothes, attended the Independence Day celebration at the ambassadorial residence. We were of course pleased to have that opportunity to see the diplomatic world in action.

"While in Yaounde we met with the political officer of the embassy and with several of the AID officials. And many of the embassy personnel that we did not get to meet in a formal seminar session we met informally at the American Club, where we ate regularly and had many of our seminar sessions.

"So as you may judge, we all came back with good feelings for 'our guys' in Cameroon and for their kindness to stray Americans.

The professor had led a group on a summer study session. If only more people had the opportunity to see 'our guys' in the field under not-too-easy circumstances!

Sincerely,
THOMAS J. DUNNIGAN
Office of Management Operations ■



"All's I wanna know is do we gotta leave the country before the end of the football season?"

Obituaries

Mr. Harris

C. Cleland Harris, 63, chairman of the Department of Romance Languages at the Foreign Service Institute since 1964, died of cancer in his home in Alexandria on September 27.

Recognized as an innovator in teaching foreign languages, Mr. Harris won the Department's Meritorious Honor Award for the development of his two-volume tape-recorded "Spanish Programmatic Course." He also served as the institute's liaison officer with the Center for Applied Linguistics.

Mr. Harris was born in Puerto Rico to missionary parents. He earned bachelor's and master's degrees at the University of Texas and completed a Ph.D. in linguistics and anthropology at Cornell. At Louisiana State, he worked as an associate professor of Spanish and linguistics and was the director of the foreign language laboratory, which he helped establish. From 1952–60, he worked in Venezuela as supervisor of language training for the Mobil Oil Co. He also was the director of two National Defense Education Act institutes for teachers of Spanish and French.

Survivors include his wife and three sons. The family suggests contributions to the American Cancer Society, the Heart Fund or to a charity. ☐

Styma Mitchell, 65, a general services officer who retired in 1977 after serving in Berlin, died on September 5.

Beginning his career in 1946, he served in Belgrade as a clerk and in Salonika and Rome as a mail room supervisor. He was a building superintendent in Athens, Belgrade, Bonn and Moscow. Other assignments as general services officer were to Rabat, Frankfurt and Warsaw.

Mr. Mitchell was born in Bloomfield, N.J. During the war, he served in the Army. Survivors include a sister. ☐

Mr. Riddleberger

James W. Riddleberger, a career minister who was ambassador to Yugoslavia, 1953–58, to Greece, 1958–59, and to Austria, 1962–67, died of a heart attack on October 16 at Shenandoah County Memorial Hospital, Woodstock, Va. He was 78.

Early in his career, which began in 1929, Mr. Riddleberger served in Geneva, Berlin and London. Returning to Washington in 1944, he was director of central European affairs for three years. He was assigned to Berlin as counselor in 1947, and to Frankfurt in 1949, as minister and chief political adviser to the U.S. high commissioner in Germany. In 1952, he was appointed director of the Bureau of German Affairs, with the rank of assistant secretary. From 1959–61, Mr. Riddleberger was director of the International Cooperation Agency, a predecessor to AID. Assigned to Paris in 1961, he was chairman of the development assistance committee of the Organization for Economic Cooperation and Development. He retired in 1967 and, later, served as president of Diplomatic and Consular Officers, Retired.

Mr. Riddleberger was born in Washington. A graduate of Randolph-Macon College, he earned a master's at Georgetown University, where he was also an assistant professor of international relations. He was employed by the Legislative Reference Service, 1924–27, and by the Tariff Commission, 1927–29. Survivors include his wife, two sons and a daughter. ☐

A. Guy Hope, 68, a Foreign Service officer who retired in 1964, died of cancer on September 14 in a hospital at Elizabeth City, N.C.

A native of Virginia and member of the Virginia bar, he earned his bachelor's and law degrees from the University of Virginia. He also received a master's from George Washington University, and a doctorate in political science from Syracuse University. During the war, he served overseas as a lieutenant commander in the Navy. Before joining the Department in 1945, he was an attorney on a congressional investigation committee and with the D.C. Unemployment Compensation Board.

Mr. Hope served as economic analyst in Shanghai and Dairen. In 1948, he was appointed second secretary and consular officer in Brussels. He was assigned to the Department for five years as an international economist, and then was detailed to the National War College, 1955–56. After serving as consular officer in Istanbul for two years, he returned to Washington as officer-in-charge of Turkish affairs. He became director of the Office of Near Eastern and South Asian Regional Affairs in 1961. His last post was Abidjan, where he was counselor and consular officer.

After retiring, Mr. Hope taught political science at Western Kentucky University, St. Andrew's Presbyterian College in North Carolina and Virginia Commonwealth College in Richmond. In 1973, he retired again. Survivors include his wife, three daughters, two brothers, one sister and six grandchildren. ☐

Mr. Chapin
(1957 photo)

Vinton Chapin, 82, a career minister who was ambassador to Luxembourg, 1957–60, and to the Dominican Republic, 1960–61, died on September 15 in a hospital in Woburn, Mass.

Beginning his career in 1927, he served in Prague as vice consul and, later, as second secretary. Subsequent appointments were as second secretary to London, Dublin, and Port-au-Prince; first secretary and consular officer to Rio de Janeiro and The Hague; and counselor to Dublin and Manila. In 1953, he was assigned to the U.S. mission to NATO in Paris. From 1955–57, he was counselor and then minister-counselor in Havana. Department assignments included assistant to the under secretary, and Foreign Service inspector. He retired in 1961.

Mr. Chapin was born in France. He was graduated from Harvard in 1923. During the first world war he served in the Marine Corps. Survivors include his wife, two sons, two stepsons and seven grandchildren. □

Nedville E. Nordness, a public affairs officer with the Arms Control and Disarmament Agency from 1962 until he resigned in 1973, died after a heart attack at his home in Alexandria, on September 2. He was 67.

A native of Minnesota, he attended the Universities of Minnesota and Southern California. He was employed in private industry for over 10 years. He was a newspaper reporter and worked for the Associated Press and the old International News Service in Europe. From 1948–54, Mr. Nordness was an information officer with the Economic Cooperation Administration in Oslo and Washington. He joined USIA in 1954 and served as counselor for public affairs in Rome and Bonn. Appointed deputy assistant secretary of state for mutual security information in 1960, he was senior adviser for the U.S. delegation to the nuclear test ban conference.

Survivors include his wife, three children, two stepchildren, a sister and five grandchildren. □

Matilda W. Sinclaire, 81, a Foreign Service employee who served for many years in Rome, died on July 19.

Ms. Sinclaire was born in New York. She was educated in France, Germany and Italy. Joining the Foreign Service in 1942, she was a biographic reporting assistant in Bern, then Rome. During 1953 she was assigned to Vienna as an editorial writer. Returning to Rome in 1954, she was an administrative assistant until 1959, when she became protocol assistant.

She retired in 1963. There are no known survivors. □

Norman Armour, 94, who served as ambassador to Chile, Argentina, Spain and Venezuela, died at his home in New York on September 27.

Mr. Armour
(1948 photo)

Mr. Armour was born in England to American parents. He earned bachelor's and master's degrees at Princeton, and received a law degree at Harvard. Joining the Foreign Service in 1915, he served as third secretary in Petrograd, second secretary in Brussels and first secretary in The Hague and in Montevideo.

Returning to Washington in 1922, he was assistant to the under secretary until 1924, when he was appointed first secretary in Rome. After assignments to Tokyo and Paris as counselor, he served as minister to Haiti, then to Canada. In 1938, he was appointed ambassador to Chile. The following year, he was assigned to Argentina as ambassador, and was also chairman of the American delegation to the third Pan-American Highway Conference in Santiago.

Mr. Armour returned to Washington in 1944 as director of American Republic affairs, and as a member of the Interdepartmental Commission on Cooperation with American Republics. He became ambassador to Spain later that year.

Although he retired in 1945, he returned to the Department twice, once in 1947 as an assistant secretary of state, then in 1950 as ambassador to Venezuela. Besides his wife, he leaves four grandchildren. □

Myrl M. Elliott, a Foreign Service employee who retired in 1968, died on August 14.

Joining the Foreign Service in 1944, she served as a secretary in Santiago, Madrid, Tehran, Tunis, Managua, Naples, Libreville, Monrovia and Abidjan. Her last post was Palermo where she was a communications and records officer.

Survivors include her mother. ■

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

President Reagan

"Law of the Sea and Oceans Policy, July–August 1982," President Reagan, July 9, and Ambassador James L. Malone, special representative of the President for the third UN Conference on Law of the Sea, House Foreign Affairs Committee, August 12 (Current Policy No. 416).

Secretary Shultz

"U.S. Foreign Policy: Realism and Progress," UN General Assembly, September 30 (Current Policy No. 420).

"The Quest for Peace," United Jewish Appeal, New York, September 12 (Current Policy No. 419).

"President Reagan's Middle East Peace Initiative," Senate Foreign Relations Committee, September 10 (Current Policy No. 418).

Africa

"Africa: Economic Prospects and Problems," Chester A. Crocker, assistant secretary for African affairs, National Business League, Dallas, September 17 (Current Policy No. 422).

Inter-American affairs

"Atlas of the Caribbean Basin," September 1982.

GIST

African refugees, October 1982.
Chad: U.S. policy, September 1982.
The drug problem: Americans arrested abroad, August 1982.
U.S.-Canada relations, August 1982.

Background Notes

Bahrain, August 1982.
Iraq, August 1982.
Nigeria, August 1982.
Qatar, July 1982.
United Arab Emirates, August 1982. □

Library Booklist

North Africa: Part 2*

Morocco

Abu-Lughod, Janet L. *Rabat, urban apartheid in Morocco.* Princeton, N.J., Princeton Univ Press, 1980. 374p. HN782.R33A28

Burke, Edmund. *Prelude to protectorate in Morocco: precolonial protest and resistance, 1860–1912.* Chicago, Univ. of Chicago Press, 1976. 306p. DT324.B844

Dwyer, Daisy Hilse. *Images and self-images: male and female in Morocco.* New York, Columbia Univ. Press, 1978. 194p. GR353.3.D89

Eickelman, Dale F. *Moroccan Islam: tradition and society in a pilgrimage center.* Austin, University of Texas Press, 1976. 303p. BP64.M6B6

Geertz, Clifford and others. *Meaning and order in Moroccan society: three essays in cultural analysis.* Cambridge, Cambridge Univ. Press, 1979. 510p. DT312.G37

Hassan II, King of Morocco. *The challenge: the memoirs of King Hassan II of Morocco.* London, Macmillan, 1978. 250p. DT324.3.H3A3213

Lahbabi, Mohammed. *Les fondements de l'économie marocaine.* Casablanca, Les Editions maghrébines, 1977. 286p. HC591.M8L28

Lazrak, Rachid. *Le contentieux territorial entre le Maroc et l'Espagne.* Casablanca, Dar el Kitab, 1974. 479p. DP258.M8L38

Ling, Dwight L. *Morocco and Tunisia, a comparative history.* Washington, University Press of America, 1979. 204p. DT315.L47

Nelson, Harold D., ed. *Morocco, a country study.* 4th ed. Washington, D.C., G.P.O., 1978. 410p. DT305.A541978

Parsons, Frederick V. *The origins of the Morocco question, 1880–1900.* London, Duckworth, 1976. 663p. DT324.P33

Rabinow, Paul. *Symbolic domination: cultural form and historical change in Morocco.* Chicago, Univ. of Chicago Press, 1975. 107p. DT329.Z36R3

Rézette, Robert. *The Spanish enclaves in Morocco.* Paris, Nouvelles Editions Latines, 1976. 188p. DT329.M4R4913

Rijkeghem, Willy van, ed. *Employment problems and policies in developing countries: the case of Morocco.* Rotterdam, Rotterdam University Press, 1976. 211p. HC591.M8E46

Spencer, William. *Historical dictionary of Morocco.* Metuchen, N.J. Scarecrow Press, 1980. 152p. DT313.7.S63 Ref.

Algeria

Ageron, Charles Robert. *L'Algérie algérienne: de Napoléon III a de Gaulle.* Paris, Sindbad, 1980. 254p. DT294.A46

Algérie francaise, 1942–1962. Paris, Société de production littéraire, 1980. 376p. DT295.A55

Bourdieu, Pierre. *Algeria 1960: the disenchantment of the world: the sense of honour: the Kabyle House or the world reversed: essays.* Cambridge, Eng., Cambridge Univ. Press, 1979. 158p. HC547.A4B6413

Colonna, Fanny. *Instituteurs algériens, 1883–1939.* Paris, Presses de la Fondation Nationale des Sciences Politiques, 1975. 239p. LA1671.C64

Danziger, Raphael. *Abd al-Qadir and the Algerians: resistance to the French and internal consolidation.* New York, Holmes and Meier, 1977. 300p. DT294.D33

Harbi, Mohammed. *Le F.L.N.: mirage et réalité: des origines 'a la prise de pouvoir, 1945–1962.* Paris, Éditions J.A., 1980. 446p. DT295.H33 (Account of the Algerian liberation movement.)

Horne, Alistair. *A savage war of peace: Algeria 1954–1962.* London, Macmillan, 1977. 604p. DT295.H64

Hutchinson, Martha C. *Revolutionary terrorism: the FLN in Algeria, 1954–1962.* Stanford, Ca., Hoover Institute Press, 1978. 178p. DT295.H84

Jackson, Henry F. *The FLN in Algeria: party development in a revolutionary society.* Westport, Conn., Greenwood Press, 1977. 255p. JQ3298.J2J32

Jönsson, Lars. *La révolution agraire en Algérie: historique, contenu et problemes.* Upssala, Scandinavian Institute of African Studies, 1978. 84p. DT1.N64 No. 47

Keenan, Jeremy. *The Tuareg: people of Ahaggar.* London, Allen Lane, 1977. 385p. DT283.6.T83K43
(History of an Algerian Berber tribe.)

Laffont, Pierre. *Histoire de la France en Algérie.* Paris, Plon, 1980. 541p. DT294.L33

Lazreg, Marnia. *The emergence of classes in Algeria: a study of colonialism and socio-political change.* Boulder, Colo., Westview Press, 1976. 252p. HN810.A6L37

Schliephake, Konrad. *Oil and regional development: examples from Algeria and Tunisia.* New York, Praeger, 1977. 203p. HD9577.A4S3413

Talbott, John E. *The war without a name: France in Algeria, 1954–1962.* New York, Knopf, 1980. 305p. DT295.T25

Libya, Tunisia, the Sudan

Allan, J. A. *Libya: the experience of oil.* Boulder, Colo., Westview Press, 1981. 329p. HD9577.L55.A55

Allman, James. *Social mobility, education and development in Tunisia.* Leiden, Brill, 1979. 172p. LA1816.A44

Boularès, Habib and Jean Duvignaud. *Nous partons pour la Tunisie.* Paris, PUF, 1978. 295p. DT244.B68
(Description and travel.)

Deeb, Marius and M. J. Deeb. *Libya since the revolution: aspects of social and political development.* New York, Praeger, 1982. 156p. HN785.A8D4

Deng, Francis M. *Africans of two worlds, the Dinka in Afro-Arab Sudan.* New Haven, Conn., Yale Univ. Press, 1977. 242p. DT133.D54D46

el Fathaly, Omar I. *Political development and bureaucracy in Libya.* Lexington, Mass., Lexington Books, 1977. 122p. JQ3595.A1F37

el Fathaly, Omar I. and M. Palmer. *Political development and social change in Libya.* Lexington, Mass., Lexington Books, 1980. 230p. DT236.F37

Habib, Henri P. *Politics and government of revolutionary Libya.* Montreal, Cercle du Livre de France, 1975. 385p. JQ3595.H23

Hawrylyshyn, Oli. *Planning for economic development: the construction and use of a multi-sectional model for Tunisia.* New York, Praeger, 1976. 201p. HC547.T8H8

Hoagland, Edward. *African calliope: a journey to the Sudan.* New York, Random House, 1979. DT154.75.H62

O'Donnell, Joseph D. *Lavigerie in Tunisia: the interplay of imperialist and missionary.* Athens, Univ. of Georgia Press, 1979. 300p. BX4705.L4036

Perillier, Louis. *La conquête de l'indépendance Tunisienne: souvernirs et témoignages.* Paris, R. Laffont, 1979. 303p. DT264.P47

Stone, Russell A. and J. Simmons, eds. *Change in Tunisia: studies in the social sciences.* Albany, State Univ. of New York Press, 1976. 333p. HN810.T8C5

Waddams, Frank C. *The Libyan oil industry.* Baltimore, Johns Hopkins Univ. Press, 1980. 338p. HD9577.L55W32 1980

Warburg, Gabriel. *Islam, nationalism and communism in a traditional society: the case of Sudan.* London, F. Cass, 1978. 253p. DT156.7.W36

Wright, John L. *Libya, a modern history.* Baltimore, Md., Johns Hopkins Univ. Press, 1982. 306p. DT236.W74 ■

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*The first part contained books on general aspects and on Egypt.

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State

The Newsletter United States Department of State December 1982

SEASON'S GREETINGS
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THE COVER—The very best of the season to all of us, from all of us, in this great big family called State—consisting of the Foreign Service and Civil Service, spread across our own country and 252 posts over the globe. Our people who bring you greetings include, in *Beijing*, political officer GEORGE HAN; in *Bogota*, economic officer REYNOLD A. REIMER; in *Bucharest*, deputy chief of mission HERBERT KAISER; in *Edinburgh*, consular officer NANCY C. ABELL; in *Houston*, passport examiner MITTIE M. KAUFFIN; in *Jidda*, administrative officer JOSE A. CADENA; in *Kinshasa*, medical technologist PAULINE E. TURNER; in *Port Moresby*, Ambassador M. VIRGINIA SCHAFER; in *Rio de Janeiro*, communicator DUANE BREDECK; in *Tunis*, secretary ALICE BOYNTON; in *Washington*, the Bureau of Personnel's GEORGE P. MUDD; and in the vicinity of the *North Pole*, STATE magazine's SUPERCRAT (disguised as Santa Claus). Our artist made sketches from ID photos. For the second year, the editor gave him a batch selected at random, representing a rough cross-section of posts and occupational categories.

United States Department of State

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Black-and-white, glossy-print photos reproduce best. Each photo needs a caption, double-spaced, identifying all persons left to right.

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Letters to the Editor

The Habib medal

WASHINGTON

DEAR SIR:

While delighted with your cover story [October] on Ambassador Habib's award, I noticed one omission.

The Presidential Medal of Freedom exists in three classes, the insignia of which correspond to the traditional European grades of "commander" (neck ribbon), "grand officer" (breast star or plaque) and "grand cross" (breast star and sash). The photo on Page 3 shows the grand officer or grand cross insignia. These, of course, would signify an even greater honor to the ambassador, since the commander grade is that usually awarded.

Can you let your readers know which grade of decoration the ambassador received?

Sincerely,
REYNOLD A. RIEMER
European Affairs

The Presidential Medal of Freedom comes in two degrees—the medal; the medal with distinction. President Reagan awarded Mr. Habib the medal with distinction—the top honor. ☐

A 'smile and helping hand'

WASHINGTON

DEAR SIR:

Since being employed here at the

—(Continued on Page 69)

SEAL OF THE PRESIDENT OF THE UNITED STATES

Our best of the season to everybody at State, here and overseas.

Nancy & Ronald Reagan

To the State Department family at home and abroad
may the depth of holiday feeling and happiness sustain
you through the new year

Obie and George Shultz

The 'Beirut Summer'

Foreign Service officer gives eyewitness account

This hardship . . . *that* danger . . . but the embassy endured . . .'

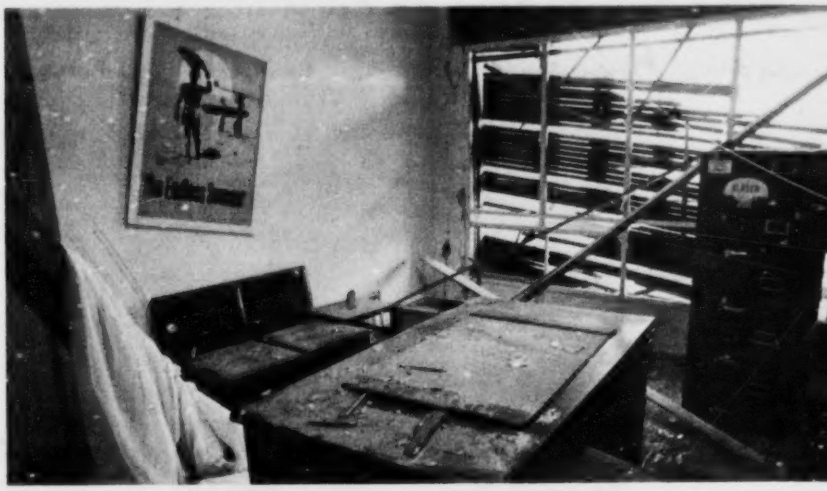
By Dundas McCullough

The author is a junior officer who was posted to Beirut as vice consul, in the spring of last year.

ALL OF US assigned to Embassy Beirut knew that something could go spectacularly wrong, that an evacuation might be in the offing. We could see how the Embassy greeted visitors at the airport—with a driver and a bodyguard—and how they ran a gauntlet of Syrian and Palestinian checkpoints, along a road dissecting the Chatilla and Sabra refugee camps. We knew, of course, that newcomers to the embassy staff were routinely advised to keep a spare bag packed, and a photographic inventory of personal possessions. It would be prudent, they were advised, to stock up on nonperishible food items, as bouts of prolonged militia fighting could keep them holed up in their apartments.

Mr. McCullough

This of course, is Lebanon—a land of many charms, a land of many contradictions. Its capital is a cosmopolitan city blessed with fine restaurants, good shops, and a Mediterranean climate. Beirut was once justifiably known as the "Paris of the Middle East." But in the wake of the disastrous 1975–76 civil war, it became the undisputed capital of international terrorism. Before the Israeli invasion on June 6, there were over 50 militias and glorified auto theft rings operating in Lebanon, at least five of which were generally considered to be more formidable than the Lebanese Army itself. With the possible exception of, say, the Visigoths and the Chetniks, every ethnic or political group with a grudge appeared to be represented in Beirut. They all seemed to be there: the Irish, the Armenians, the Japanese, at one time the Sandinistas, even the Kurds.



The '82 summer in Beirut was only the latest in a series of such summers there—and American diplomatic efforts are directed at making it the last summer of its kind. Photo above shows damage to the U.S. consular section during an earlier 'summer.'

Beirut chronology

Israeli invasion begins—June 6.

U.S. embassy evacuation—June 7.

General classified destruction—June 12.

Chancery communications cease—June 23.

Last person leaves chancery—June 24.

Marine detachment returns to chancery—September 5.

Bachir Gemayel killed—September 14.

Israelis occupy West Beirut—September 15.

Chancery reopens—September 29.

Not easy to accept

The emasculation of the Lebanese government and the virtual carte blanche armed gangs enjoyed obviously posed difficulties for the normal operation of an embassy. We learned to live with the radios linking our apartments and the embassy, the nightly curfews, and the constantly changing travel restrictions. But less easy to accept was the knowledge that these precautions were necessary. The incidents that proved this were so numerous that even the numbed sensitivities of veteran Beirutis were outraged.

In early 1981 there were two attempts on the life of the then American ambassador—John Gunther Dean. Later, the French ambassador, Louis Delamarre, was shot dead in his car. Early this year, the Iraqi chancery was razed when a car packed with explosives was rammed into its side by a pro-Iranian fanatic (or martyr, depending on your perspective). Several months later, a French embassy employee and his pregnant wife were gunned down in their apartment after admitting someone they thought was a florist.

And, also with depressing frequency, there were other incidents that could happen "only in Lebanon"—such as the traffic accident involving rival militia members. This collision sparked a firefight that killed six persons, sending students at the American Community School scurrying beneath their desks.

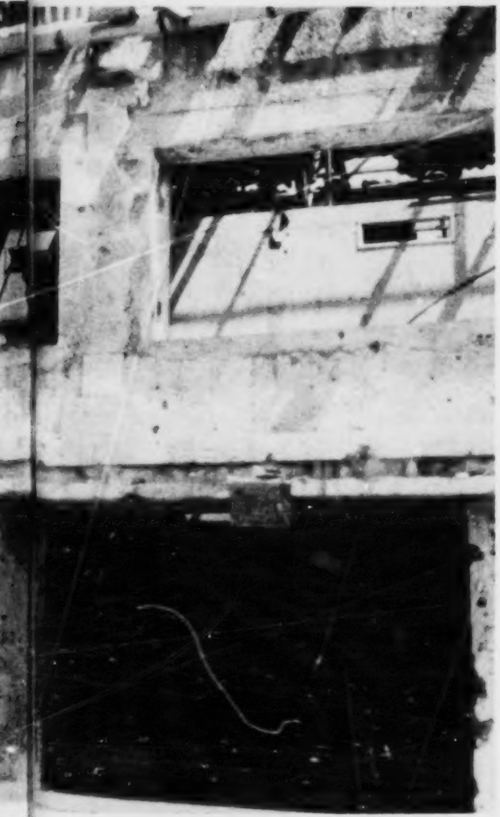
The 'events'

As diplomats of different embassies and varied rank became the targets of terrorism, everyone had to wonder when he or she might run afoul of what the Lebanese euphemistically call "the events" (or "the accidents").

The "events" caught up last spring with Major Fred Hoff, of the Embassy's defense attache office. He was seriously wounded in an ambush while he was driving through the

West Beirut. ***(Marine Corps photo)***

John Gunther Dean **at Embassy Beirut. There were two attempts last year on the ambassador's life.**



A former hotel at east gate of port of Beirut. ***(Marine Corps photo)***

Political officer *Ryan Crocker*, center, had a pistol held to his head. He is shown here at a school building, pockmarked with bullet holes, near Nabatiyah. With him, from left: A Lebanese escort and AID officers *Mike Adler, Dave Mandel, John Neiver. (Photo by Paula Reed Lynch)*

Beirut port area. Several weeks later Bruce Johnson, a newly-arrived political officer, was stopped one morning en route to the embassy and relieved of his car—at gunpoint. (Mr. Johnson lived in the same building as the chieftain of a particularly odious militia, and the suspicion at the embassy was that the chieftain's bodyguards had spotted the car in the garage and had simply decided to help themselves).

We're 'exiles'

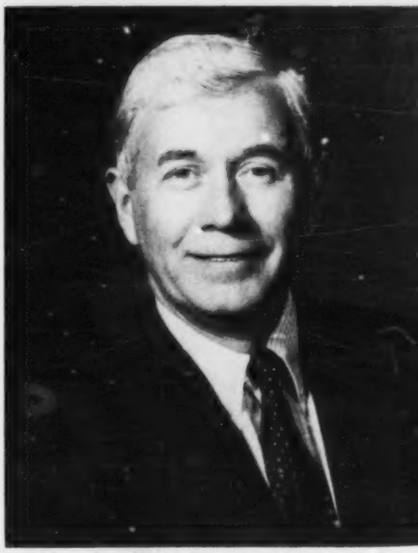
In spite of all this, the actual announcement, following news that the Israeli army had invaded Southern Lebanon, that there would be a "temporary drawdown" of the embassy personnel, came as a shock. We assembled at the chancery Sunday morning, June 6, to be informed by Ambassador Robert Dillon that about half of us would be leaving for an indefinite period. Almost without exception, the soon-to-be "exiles" among us were depressed, and a little guilt-ridden. It's difficult to leave behind friends in and out of the embassy, as well as the bulk of one's belongings. After months of trying to live and work as normally as possible, it was frustrating to be told to leave.

Ryan Crocker, chief of the political section, later described June 7, the day of the evacuation, as "the most physically and intellectually exhausting day" of the entire summer. It was clear by the morning that the Israelis were going far beyond any cordon sanitaire, and there were fears of reprisals against the embassy. Despite repeated protestations to the contrary, many Lebanese and, no doubt, every Palestinian believed that we at the embassy had advance knowledge of the invasion, and besides: "Don't you control the Israelis?"

Close to home

"I walked to work that day," said Dorothy Pech, a secretary in the front office. "I should have packed better, at least hidden some things in the washer or dryer. But I left everything as if I were coming back—even stockings handging in the bathroom. I just couldn't believe that this would come so close to Beirut."

The mood of the evacuees that morning was not improved by a low-flying Israeli jet which, as we were preparing to board the bus, produced a sonic boom of such explosive dimensions that, for a moment, everyone feared that It Had Finally Happened. But a few minutes later, we repeated our farewells and finally boarded the bus. We were in a convoy, with an escort from the all-Syrian Arab Deterrent Forces, that began a circuitous route to the airport. (We steered clear of the refugee camps.)



Ambassador Robert Dillon
The radio went dumb.

Joan Sallis, the secretary in the political section, had thoughtfully provided some champagne for the journey and, by the time we reached the airport, everyone felt quite a bit better.

Vigil at the airport

We settled in at the VIP lounge for a long wait. The Israeli bombers, and the concomitant anti-aircraft fire, were too close to the runway to permit the scheduled departures of our Middle Eastern Airlines flights. (Most of us were bound for London to catch connecting flights to Washington, but a few were heading for Rome, Athens or Larnaca, Cyprus.)

Our vigil lasted nearly five hours. There was nothing to do but wait and follow the Israeli military advance on the radio. Then came word that a rocket-propelled grenade had hit one of the sixth-floor offices in the defense attache section. There were no injuries, we were told. The shattered office's erstwhile occupant, Major Robert Vasile, had himself boarded the bus to the airport with the other evacuees.

Later that day, after our departure, the embassy was sprayed with automatic weapons fire. Marine Joseph Hembree was wounded superficially. Also, in mid-day, the ambassador's motorcade, returning from the airport, where the ambassador had bid farewell to Mrs. Dillon and the other evacuees, radioed the chancery that it had been hit. Then the radio fell silent. But it turned out that a tire had *not* been shot out, as first thought. It had simply blown out. And the radio had inopportunely chosen that very moment to break down!

Dorothy Pech
'I just couldn't believe this would come so close.'

Joan Sallis
It was champagne for the journey.

Steve Baker
They 'didn't appreciate the danger.'

The summer in Chad

It was a hot summer, too, for the Americans in Chad. Story and photos on Page 26.

Creeping hostilities

It was an eerie sensation for us at the airport as we watched the war seemingly creep closer and closer. Outside the windows, Lebanese army soldiers paced nervously. Finally, thanks to hurried negotiations with Washington, the Israelis curtailed their bombing long enough to create a "window" through which our planes could depart. A few minutes later, the planes ascended abruptly, banking sharply towards the Mediterranean. As quickly as that, we were gone.

For those who remained in Lebanon, or who returned later in the summer on a slow boat from Cyprus, the evacuation marked the start of a summer of unforgettable and exhausting proportions. The embassy was responsible for furnishing logistical and administrative support for the Habib mission. Simultaneously, it had to provide basic consular services and meet expanding political reporting demands. And for this, the embassy had a diminished staff. In the consular section, for instance, only one of three officers remained. Weekends literally lost all meaning as a time for resuscitation, as 12-or-more-hour workdays became the rule. And incidents such as harrowing encounters at hostile checkpoints continued to occur. In fact, stories abound of the times when someone or other was nearly "prematurely selected out" of the Foreign Service (as one wag put it).

The war cries wolf

"My single greatest problem during the summer," Steve Baker, the acting regional security officer said, "was that people didn't appreciate the danger they were in. They went through so many close calls that they got used to it."

As the situation deteriorated in West Beirut, the embassy was gradually transferred to Ambassador Dillon's residence in Yarze, a suburb of East Beirut. By June 9, those still in West Beirut were living in the chancery. They left in small groups—as inconspicuously as possible, i.e., without bulky suitcases. Consequently, they lived with only a flightbag's worth of clothes for several weeks, until they bought others or had someone stop by their apartments to bring them some more. On June 12, there was a general destruction of classified material, including embassy seals and the visa plate.

Security officer Baker and the political section's Mr. Crocker were among the few to remain in West Beirut beyond this date. One day they took a non-embassy car and drove to the museum crossing, one of the "Green Line's" portals, to check on a report that the crossing between East and West Beirut had been closed. It had not been. But, driving back, they were stopped by a roaming Palestinian-Lebanese gang—ununiformed, undisciplined young men. One of them favored shooting the two "Israeli spies" on the spot. He held a pistol to Mr. Crocker's head. "What do you think would happen if I pulled the trigger?" he asked. "I said: 'I guess I'd probably be dead,'" Mr. Crocker recalled. "He did, and I was wrong. The chamber was empty. As they say, gun barrels look pretty big when you're looking down them."

'There was no law, no order . . . just a lot of craziness . . .'

Tea but no sympathy

An English-speaking, bearded man then appeared. He took the two Americans to a small garage (the group's headquaters), where he treated them to tea and his views on U.S. foreign policy. This lasted about 30 minutes, until an officer of some sort arrived. He apologized profusely for any misunderstanding and assured the captives of his highest consideration. With that, the Americans were freed.

"This was symptomatic of what was going on around town," Mr. Crocker commented. "There was no law, no order on the streets. Just a lot of craziness and wild-eyed youngsters." Mr. Baker simply said of the experience: "Ryan won't ride with me anymore, and I won't ride with him."

Chancery is shaken

The communications equipment at the chancery was destroyed June 23. Only Mr. Crocker and four Marine security guards remained there. That night, there was a gargantuan car bomb explosion less than a half-mile away, at the Phoenicia Hotel. Its blast cracked the plexiglass window at the Marine post in the lobby and brought down a few light fixtures. The building was so shaken by the explosion that it took an hour to determine that the Embassy itself had *not* been hit.

Tom Barron **Frank Skinner**

'Bills to pay, salaries to meet.'

The next day, the last person left the chancery. It lay empty and unviolated during the summer, except for the periodic forays of Tom Barron, the administrative officer. Sometimes with a driver, sometimes by himself, he set out from the new headquarters at Yarze in one of the jalopies on hand there, to collect supplies needed at Yarze. At the same time, with food and water becoming increasingly scarce in West Beirut, Mr. Barron (and later some Foreign Service nationals) regularly brought both for the 16 to 25 members of the Lebanese government security forces who guarded the chancery throughout the summer.

Meanwhile, back at Yarze, Mr. Barron and Frank Skinner, the general services officer, wrestled with problems closer to their normal bailiwick. "We had bills to pay, salaries to meet—we never missed a pay period—and there was also a big demand for cash advances," Mr. Barron said. "We had to buy food for Yarze, and we had to try to keep a motor pool running with only two drivers most of the time—with cars that were down more often than running."

Mr. Barron's "office" at Yarze was in a corner of a small yellowish trailer—inevitably dubbed "The Yellow Submarine." The three other corners were occupied by Security, AID and USIA. In the middle were a copier and, for a time, Ibrahim Yachouch, the embassy dispatcher. In the residence itself were Ambassador Dillon, who worked in his bedroom, and Ambassador Philip Habib and his deputy, Morris Draper, who worked in another bedroom. A constant stream of visitors were received in the library.

'A real zoo'

Yarze was a "little crowded," one survivor said. But Dorothy Pascoe, for two months one of only said two secretaries, was closer to the mark. She described it as "a real zoo." A bedroom at times had six persons crowded into it. They had to find space to sleep wherever they could. Some used a couch in the library (which, by day, was the economic section). Others would commandeer a vacant chair by the pool. On several occasions, Mr. Crocker woke up to find himself stretched out on the library floor.

Those who were not bivouacked at Yarze were scattered throughout East Beirut in modest hotels or in scattered apartments. Mr. Crocker and his wife, Christine, secretary for the economic section, spent two weeks in a damaged apartment with a bucket where the toilet should have been.

Some lucky staffers lived at the "House of the Future," a Phalangist think tank headed by Amin Gemayel, now president of Lebanon.

The 'boom-booms'

Imagine a Fourth of July reception where the guests never leave, and you have a good idea of what Yarze was like, one person suggested. There was obviously no reception this year, but those who had the time enjoyed a cake sent over by the Lebanese defense minister, Joseph Skaff, and the four bottles of French champagne furnished by the French ambassador, Paul Marc Henri. "As we were drinking," Ms. Pascoe recalled, "There were a lot of boom-booms. I said: 'They're celebrating for us outside.' "

Yarze always had a secure telephone line to the Department and, although communications at the chancery ceased June 23, the communications programs officers, Kathy Phelps and Faith Lee, were back on the air within a week. The new communications center was a room next to the garage.

"If we had just a 12-hour workday, we thought that was a holiday," Ms. Phelps said. "Even though we were on minimize, the incoming was heavy, and there was constant typing. We had to burn every day and keep distribution down to a minimum."

Great for morale

The long hours and the late nights could have been worse, however. "What was good for morale," Ms. Phelps continued, "was that our people back home would send a service message asking for something, and, at the bottom, they'd add 'Keep the faith' or 'Hang in there.' And that made a lot of difference after a long day's work."

(Far away, at the American Club in Amman, Jordan, upon hearing that his seatmate was from Beirut, an embassy communicator exclaimed: "Everyone I know thinks you guys (the Beirut communicators) are doing a fantastic job. You're using obsolete equipment under extremely difficult circumstances. It's just amazing what you've been able to do.")

Dorothy Pascoe
Crowded? It was a 'zoo'!

Office in the trailer: 'The Yellow Submarine . . .'

Ms. Lee said: "I wouldn't have traded my time here for anything, knowing that I was a part of the Habib mision. My name won't be in the history books, but I know that I played an essential part in it. I'll have stories to tell forever. [A pause.] Maybe I'm just weird, but I loved every minute of it. It was really exciting."

Kathy Phelps **Faith Lee**
'Back on the air within a week.'

Helping the Americans

One of the embassy's immediate concerns, in early June, were the approximately 3,000 American citizens resident in Lebanon. Many of them were Lebanese-Americans. Most of the rest had strong family or business ties which had kept them in Lebanon, despite the year-old State Department travel advisory urging them to leave unless they had pressing business in the country.

The Department was swamped with hundreds of welfare and whereabouts inquiries. ("What's happened to Uncle Ahmed? An address and telephone number? I don't know, but he lives in Tyre, next to the Esso station.")

There were many parts of Lebanon where official Americans could not go, but the Lebanese Red Cross was able to pass messages even to remote villages. In one case, Red Cross people escorted an American infant from her grandfather's home in the Bekaa Valley to the Lebanese-Syrian border, where Embassy Damascus personnel accepted custody, eventually placing her on a plane to be reunited with her parents in Cyprus.

Two Foreign Service nationals in the consular section, Samira Osseiran and Louise Al-Rassi, toured by taxi their native Sidon and Tripoli, respectively, to pursue inquiries directed to those areas.

'I had to get out of there'

John Reid, the public affairs officer, went to Jounieh June 12 to assist Americans seeking to leave Lebanon. (Jounieh, the de facto Christian capital of Lebanon, a few miles up the road from Beirut, gained a certain notoriety during the summer by its unimpeded beachside frivolity during even the worst of the fighting in Beirut.) Mr. Reid spent the first few nights at Holy Spirit University, but once word spread as to who he was and why he was there, the switchboard was swamped with calls and, as he said: "I had to get out of there." He found refuge in a large apartment that the honorary Italian consul kept for some 10 Bulgarian technicians who worked at the local electricity plant.

Mr. Reid was joined several days later by Lisa Piascik, a first-tour officer who found herself acting consul, thanks to position vacancies and the R&R schedule. Together with Bedros Anserian, a senior Foreign Service national in the consular section, she tried to keep track of the freighters and small cruise ships which, capitalizing on the closing of the airport, were ferrying people from Jounieh to Cyprus at about $150 a head. (The normal air fare is less than half that.) Some of the conveyances were real tubs, more accustomed to carrying rats and cement than people, but once they were located, it had to be ascertained whether they had room for Americans. Some companies, like Trans-Mediterranean Airlines, chartered boats for their employees on which there would be extra space.

Road near Beirut airport. *(Marine Corps photo)*

U.S. Marines landing in Beirut. *(Marine Corps photo)*

Ships are detained

Israelis in gunboats just outside the port were checking the passenger lists of all departing ships, and much time had to be spent with local government officials trying to expedite the clearance procedures. Normal sailing time should have been about 10 hours, but most ships were detained by the Israelis. In one case, a boatload of foreign students at the American University of Beirut was diverted to Haifa. The students didn't arrive at Cyprus until two days later.

Mr. Reid had obtained office space from the Lebanese government in the Jounieh town hall. He typed there some 300 "to whom it may concern" letters for refugees, verifying their American citizenship or their right to permanent residence in the United States. They left aboard French and Italian evacuation craft in early June. The American evacuation, aboard the Sixth Fleet amphibious ships, the U.S.S. Hermitage and U.S.S. Nashville, began June 24.

"We had one day to organize," Mr. Reid recalled. "We worked all day developing procedures for registering people as we went along. Still, we got some pretty heavy abuse from Americans who wanted to know why there wasn't an American evacuation earlier, or why there wasn't going to be a flight to Los Angeles (from Cyprus). The next day, I went into the office, completely exhausted, and some people walked in asking about the next boat. I told them there wasn't one, and they complained they were unable to make the first one because they couldn't get packed in time."

Refugees with servants

Almost without exception, the "refugees" from Jounieh had money and a destination. Chuck Schwarck, the consul at Embassy Nicosia, who, with other embassy personnel, tried to meet every boat from Jounieh to offer emergency consular services, still speaks of fur-coated Lebanese descending the gangplank, closely followed by their luggage-laden Sri Lankan servants. The Department authorized on-the-spot emergency repatriation loans in Jounieh, but only $1,700 was actually used, of which $1,200 was for one family.

Ambassador *Philip Habib* in discussion with U.S. Marine officer. *(Marine Corps photo)*

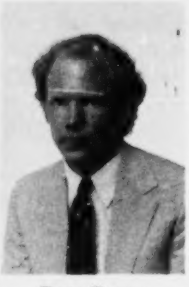
Ms. Piascik and several Foreign Service nationals established what was essentially "Consulate General Jounieh." Their office in the town hall contained three long tables, one for her, one for Mr. Reid as the public affairs officer, and one for the Canadians, who provided a similar consular service.

Grinding out visas

"ConGen Jounieh" processed about 35 nonimmigrant visa applications each day, and provided what American citizen services they could. Only immigrant visa services had to be completely suspended, since the necessary files were back at the chancery. Visas were issued with the help of a rubber handstamp and, as supplies like receipt forms and the anti-visa fraud counterfoils arrived from Embassy Nicosia, "ConGen Jounieh" hit high gear.

Communications, though, were a problem—there was no telephone service between the office and Yarze. A lot of effort was expended searching for a missing newspaperman after he had already surfaced elsewhere. (He had accompanied Senator Paul Tsongas (D.-Mass.) to Cyprus, missed the helicopter to Jounieh, and had decided to sulk in solitude for several days before facing his editor.)

Lisa Piascik
'I learned a lot in terms of the job.'



Doug Greene
He returned to Lebanon.

"I learned a lot in terms of the job," Ms. Piascik explained. "I was given free rein to do as I pleased, but I'd only had a little experience in American citizen services, and no supervisory experience. It was hard getting organized and ordering new supplies."

Return to Lebanon

As the siege of Beirut dragged on through August, embassy evacuees and newly-assigned personnel began to arrive in Jounieh. The AID officers—Bill McIntyre, Anne Dammarell and Kurt Shafer—were the first to return. They were followed by Doug Greene, a consular officer who, like several other embassy "exiles," had been assigned to the Lebanese Working Group in the Department.

Back in Lebanon, Mr. Greene became, in his own words, a "go-fer" for different sections of the embassy. This work ranged from fetching supplies to monitoring, on alternating days with Hunt Janin, the new economic officer, the Palestinian evacuation from the Beirut port. "I never stopped being amazed at the number of Palestinians who were leaving with, in addition to their sidearms, their tennis rackets," Mr. Greene said. "I don't know if they knew where they were going."

It was a difficult task, performed under a hot sun, and as might be expected from an ad hoc operation, there were the inevitable hitches. Mr. Greene recalled: "One captain came into the port and said: 'I don't know where I'm supposed to go. I think it's Athens.' I told him: 'No, it's North Yemen.' He said: 'Oh, show me where it is on the map.'"

'The Palestinian tossed it (a grenade) a few feet from where I was . . .'

'The wife kept straightening up, even though one wall was completely knocked down . . .'

'Get down, buddy!'

Then there were the Palestinians who wanted to take with them more than the sidearm the evacuation agreement allowed. The Marines and the Lebanese army were there to enforce the agreement. Mr. Greene recounted one such showdown. "The Palestinian pulled the pin (of a grenade) and tossed it at a group of Lebanese army soldiers—a few feet from where I was. Everyone around me hit the deck. A Marine kneeling next to me grabbed me and said: 'Get down, buddy! Fortunately, it was a dud."

The port, like all of Lebanon, was a dangerous place that summer. It was only with extraordinary luck that no one with the embassy was seriously hurt. Administrative officer Barron caught a small piece of shrapnel in his finger from a rocket that hit Yarze. One of the ambassador's servants was painfully wounded in the leg by shrapnel from a spent anti-aircraft shell while standing beside the kitchen door.

A 'present'

An anonymous telephone caller one afternoon promised the momentary delivery of a "present." Ten minutes later, three rockets from a Palestinian-occupied area crashed into the grounds immediately adjacent to Yarze. One of the rockets damaged ten cars. In fact, however, the temporary "chancery" sustained only minor damage, most of that from spent rounds of shrapnel.

Staffers who had to commute to Yarze usually found themselves, at least once, racing down deserted streets late at night as shells rained down around them. Political officer Crocker, who, with the Security people, refused to be deterred from jogging, was out one morning when a Lebanese army soldier, at the checkpoint near Yarze, yelled: "Faster! Faster! They're shelling!" At another time, he found himself trotting by rotting Syrian army corpses

The 'tragically absurd'

The summer also had its tragically absurd moments. Christine Crocker smiles at the recollection of one early morning. "I was sitting in a bombed-out building at about 5:30, with binoculars, waiting to watch an ADF (Arab Deterrent Forces) convoy leave Beirut. I was on the third floor. Suddenly this family, in bathrobes, comes up from downstairs. They offered me coffee. The wife kept straightening up, even though one wall was completely knocked down."

The Palestinians and their leftist Lebanese allies were often comically inept. An incident now embedded in embassy folklore concerned a jeep-mounted recoilless rifle, in front of a wall near the chancery. Not enough room was left for the rifle's escaping gas to dissipate; the inevitable explosion occurred. The blast knocked the militiamen senseless. Once they recovered, they scrambled back aboard their jeep and tore away at great speed, no doubt convinced they were the victims of some new Israeli superweapon. The chancery guards, meanwhile, were picking themselves off the ground, not quite recovered from their laughter.

Grenade at the ammo dump

Near Yarze, there was an open-air ammunition dump stocked with confiscated Palestinian weapons and explosives. One of its custodians, a Lebanese army soldier, accidentally dropped a grenade and, two hours later, projectiles were still flying. At Yarze, this became yet another occasion to take shelter. About 30 persons closer to the dump were injured. Amazingly, no one was killed—not even the feckless soldier.

But for the Foreign Service who lived through it, Beirut's "Summer of '82" doesn't evoke a lot of laughs. Asked what they expect to remember particularly about the summer, most of them say, as one staffer said: "For three months, we watched Beirut being bombed and shelled. At night, the skies were brilliant with a reddish hue from magnesium flares. Frequently, the shelling would be too loud and too close for us to sleep. There we were, up at Yarze, standing on the terrace or the roof of the residence, with Israeli tanks and artillery firing around us. We watched Beirut burn day after day, and there was absolutely nothing we could do to stop it."

'A bad taste'

"There was no jubilation among any of us when the (evacuation) agreement was finally reached," Mr. Crocker said. "It was sort of anticlimatic. Everyone just wanted it over with. Personally, for me it wasn't a situation I could derive much satisfaction from, at any stage. Watching everything that came before it left a bad taste for me."

The chancery survived the summer without serious damage. By September 29, at its official reopening, it had already been restored to its prewar griminess. A local Lebanese militia cooperated with Security and the Lebanese government in looking after the chancery and embassy apartments. According to security officer Baker, the cooperation was promised on the hope that an unmolested embassy would discourage the Israelis from laying waste to the neighborhood. Twenty members of El Fatah occupied the basement of an apartment building a stone's throw from the chancery. They were told by the militia that their good health depended on proper respect for the embassy apartments in the building. "Palestinians passing by the embassy," Mr. Baker said, "would dismantle their rocket grenades and put them together once they were past it."

Stray projectiles

Most embassy apartments escaped untouched, excepting many broken windows. There was, however, some theft of irreplaceable items. An exception was the apartment of secretary Dorothy Pech, who returned to Lebanon in August to find her living room littered with broken glass and the remains of an incinerated couch. Two walls had 1½-foot holes in them but, in the adjacent kitchen, the dishes and upturned wine glasses lay undisturbed. Surveying the damage, she found an unexploded projectile lodged in a wall facing the sea; a French ordnance team had to cut it out. An embassy workman, sweeping away the debris, found another projectile, also apparently from an Israeli gunboat, behind some furniture. He innocently carried it to the balcony. This one worried the French. They finally carted it away in a special container, to be disposed of in an open field.

Changes at the embassy

There have been some changes at the embassy, of course. Back in Washington now is Bob Barrett, the deputy chief of mission, whose tour was to end in June. But he stayed to help guide the embassy through the long summer.

The hagiographic portrait of John Wayne, mounted in the Marine bar, is now nicely complemented by an ex-Palestinian rocket-launcher, a gift from the Lebanese security forces. Some of the bar's Lebanese patrons now wear "I Survived Operation Peace for Galilee" T-shirts. The AID office and the defense attache office have expanded their quarters to accommodate their growing responsibilities. The phalanx of guards at the chancery has shrunk to a handful. Gone are the sandbag pits and the machine-gun mount. Back is the Lebanese army, previously persona non grata in West Beirut because of its allegedly Phalangist sympathies.

'(She) found her living room littered with broken glass and the remains of an incinerated couch . . .'

'The embassy endured'

The Department's view that Beirut staffers were not entitled to danger pay while some dependents remained at post used to be the subject of considerable derision at the embassy. It took a war and an evacuation to become deserving, if only for a few months.

After the insane loss of life and property, there is little satisfaction associated with the summer, but for most of us there is at least a sense of accomplishment. The work was long and hard. There was *this* hardship and *that* danger. But through it all, the embassy endured. And at the personal level, many embassy people assumed duties, and had opportunities, that a person of their rank normally would not have.

However, a warning to friends and relatives: Prepare yourselves for years of: "Did I ever tell you about the time I punched out a tank? Well, it was a dark and stormy night. . ." ■

Port of Beirut. *(Marine Corps photo)*

Foreign Service Couples

The job was his (Heck's); it's going to be hers

So the ambassador does the dishes

"I'VE HAD my best shot at a career," says Ambassador Douglas Heck, who retired in 1980 after serving as the U.S. envoy to Nepal. "Now, it's Ernie's turn."

He's speaking of his wife, Ernestine Heck, a Foreign Service officer who begins an assignment next summer as political officer in New Delhi. And so, the former ambassador, who had his own stint as political officer in New Delhi, from 1962 to 1965, is about to take *his* turn in the role of dependent spouse.

The Hecks were married in 1972. Mrs. Heck then spent nearly six years on leave-without-pay status while accompanying her husband on assignments to Tehran, Niamey and Kathmandu.

"When we got married, I never questioned whose career would come first," says Mrs. Heck (she'll study Hindi at the Foreign Service Institute until her assignment in New Delhi begins). "The only time I felt bad was when the promotion lists came out. I'd see my classmates being promoted and I'd feel left behind. I started working again in July 1976, when we came back here to Washington after Doug's tour as ambassador to Niger."

At that time, Mr. Heck was appointed director of the Office for Combatting Terrorism, and Mrs. Heck was assigned to the Bureau of Intelligence and Research's Current Intelligence Staff. One year later, when Mr. Heck was named ambassador to Nepal, Mrs. Heck went back on leave-without-pay status. She has recently completed a two-year assignment as Afghanistan desk officer.

Mrs. Heck says of her upcoming posting to New Delhi: "I'm looking forward to it. We're both glad to be going back to India."

Mr. Heck says: "I have no hesitation on going as the dependent spouse. It'll be an interesting role."

***Mrs. Heck* at the office.**

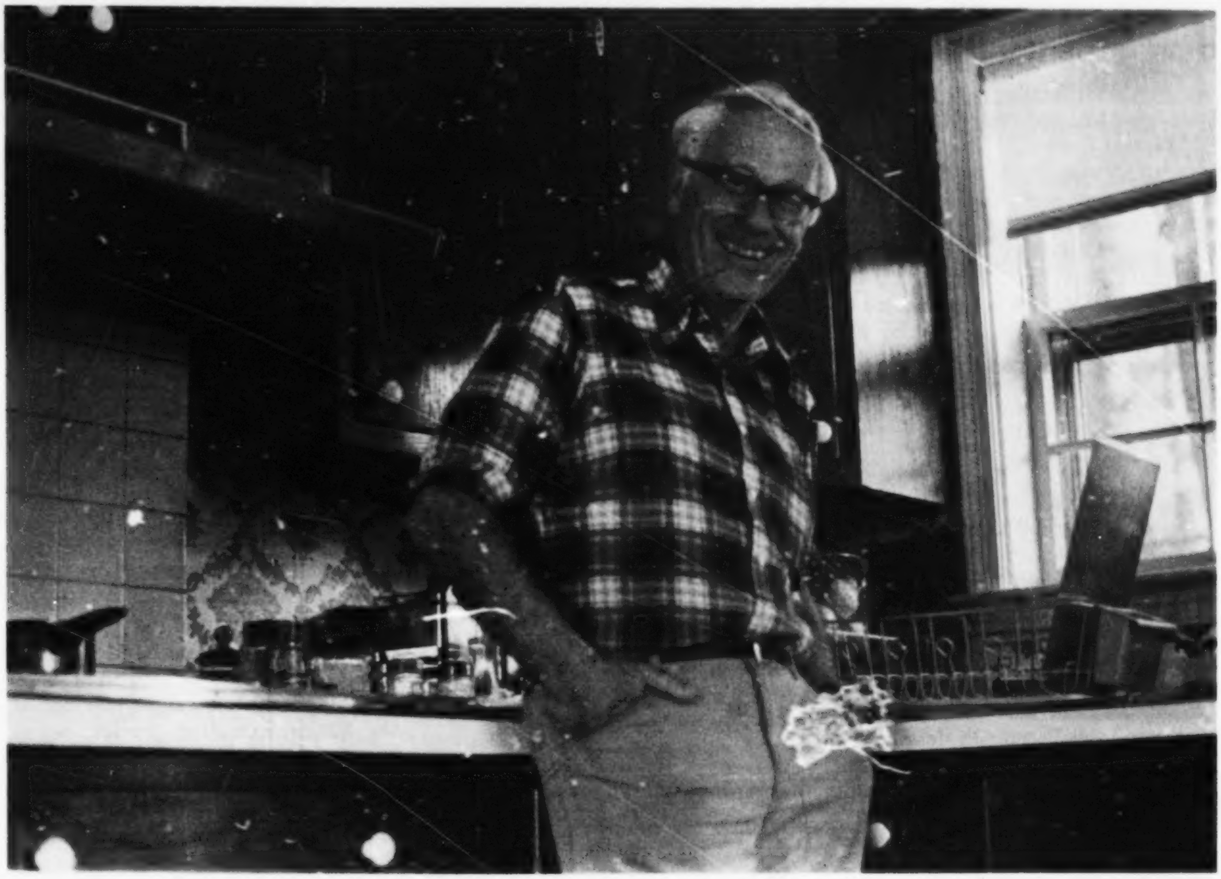
(Photos by Donna Gigliotti)

Since retiring, he has worked, part-time, in the Department's Classification/Declassification Center and at the Smithsonian Institution's National Human Studies Forum Center.

He continues: "Ernie was very supportive when she was on leave without pay and I was working. We were an effective team because she knew this business and was helpful to me. I hope that I can in some way be supportive of her now. It won't necessarily be simple—already we're arguing about how to interpret political developments in India."

Mrs. Heck says: "Actually, Doug's already changed roles. We've had two and a half years here in Washington, with me working in the Department and with him as the spouse."

Mr. Heck agrees: "The hard part was coming back to the States as a spouse. At post, if you have a plumbing problem, for example, the embassy will usually do what it can to fix it. Here, I



Mr. Heck **in the kitchen.**

stay home while Ernie works, waiting for the plumber to show up. I've been brought down to basics. Housework doesn't bother me, although I don't really *like* it either. I'm in charge of feeding the dogs and doing the dishes. I can't cook, though."

Mrs. Heck doesn't mind doing the cooking herself. "I would much rather cook and let *him* do the dishes," she says, adding that they share the house-cleaning.

Once he arrives in India, Mr. Heck hopes to work at least part-time for one of the many private organizations in New Delhi. "I think it's important that I not be identified with the embassy—Ernie's the officer-in-charge of that department," he says. "If I can help, fine, but it would have to be the embassy's idea."

"As to the social aspects," he continues, "the Indian scene is a familiar one and I have lots of friends there. Also, I plan to do a lot of traveling. It's a big country. Although I know it well, there are a lot of new things to see."

Asked whether he plans to do any traveling alone, while Mrs. Heck works, he says: "Maybe. Or maybe I can be her bag-carrier when she goes on business trips."

Mrs. Heck believes there are other couples in the Foreign Service who might become similarly situated. "There are several high-ranking career Foreign Service couples in the Bureau of Near Eastern and South Asian Affairs alone," she says. "We hope this will work well for us, and that those other couples will then be less afraid to go overseas in similar circumstances."

"I consider us fortunate," says Mr. Heck. "We're far better off than tandem career couples in which one has a job, and the other can't get one."

Mrs. Heck, on joining the Foreign Service in 1963, served in Bombay as a junior officer, then in Saigon as second secretary and political officer.

Mr. Heck joined the Department in 1943. He served as political officer in Calcutta, 1953–57, and was country director for India, Ceylon, Nepal-Maldive Islands, 1966–68. His other assignments have included deputy chief of mission and minister-counselor in Tehran, principal officer and consul general in Istanbul, and chief, American Republics Division.

—DONNA GIGLIOTTI ■

Appointments

Illinois' Derwinski tapped for counselor

President Reagan has announced his intention to nominate Congressman Edward J. Derwinski (R.-Ill.), a member of the House Foreign Affairs Committee, as counselor of the Department. He would succeed James L. Buckley, who has resigned to become president of Radio Free Europe.

Mr. Derwinski was first elected to Congress in 1958. He was ranking minority member of the House Post Office and Civil Service Committee. He served on the National Republican Congressional Committee and the House Commission on Congressional Mailing Standards.

Mr. Derwinski

Mr. Derwinski was a delegate to the UN General Assembly, 1971; chairman of the U.S. delegation to the Interparliamentary Union, 1971–72; and treasurer of the U.S. delegation and member of the executive committee of the Interparliamentary Union.

He was born on September 15, 1926, in Chicago, and received a bachelor-of-science degree in history from Loyola. During World War II he served with the Army infantry in the Pacific. From 1957 to 1958 he was in the Illinois General Assembly as a state representative.

Mr. Derwinski was selected as one of Chicago's "10 outstanding young men" by the Chicago Junior Association of Commerce and Industry, 1959 and 1961.

He is married to the former Patricia Van Der Giessen. They have a son, Michael Stephen, and a daughter, Maureen Sue. ☐

Wolfowitz is choice for E. Asia bureau

President Reagan has announced his intention to nominate Paul D. Wolfowitz, the Department's director of policy planning, as the new assistant secretary for East Asian and Pacific affairs. He would succeed John H. Holdridge.

Before coming to State in January 1981, Mr. Wolfowitz was a professor at Johns Hopkins' School of Advanced International Studies. He was deputy assistant secretary of defense for regional planning, 1977–80. He also held several positions with the Arms Control and Disarmament Agency, including special assistant for the strategic arms limitation talks (SALT), and as the agency's deputy assistant director, 1973–76.

Mr. Wolfowitz

Mr. Wolfowitz has been a lecturer and professor in the department of political science at Yale (1970–73), and a consultant to the Rand Corp. He was a member of the former Bureau of the Budget's program and education staff.

Mr. Wolfowitz, born on December 23, 1943, has won several academic honors.

He was a National Science Foundation fellow, a Woodrow Wilson honorary fellow, a Telluride scholar, a Cornell national scholar and a General Motors honorary scholar. He is a member of the Phi Beta Kappa. He received his doctorate from the University of Chicago in 1972. ☐

Purcell takes over refugee bureau

James N. Purcell Jr., former deputy assistant secretary for budget and programs in the Bureau of Refugee Programs, has been appointed director of the bureau. He succeeds Richard Vine, who has retired. In his new position Mr. Purcell will administer an annual budget in excess of $400 million covering the Department's efforts in the protection, overseas relief and initial U.S. reception for refugees.

Mr. Purcell

Mr. Purcell, a career member of the Senior Executive Service, began his Government service with the Atomic Energy Commission in 1962. In 1966 he joined AID as a management analyst. In 1968 he transferred to the Office of Management and Budget as a budget preparation specialist. He joined State in 1976.

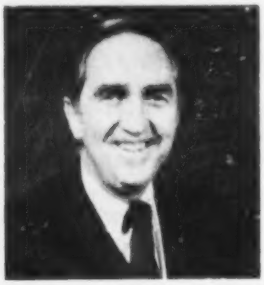
Mr. Purcell began his tour with the Bureau of Refugee Programs in 1979, and served as deputy assistant secretary in its Office of Financial Management. He was appointed deputy assistant secretary for budget and programs in 1981. For several months in 1981 Mr. Purcell was acting director of the bureau. He has served in that capacity since Mr. Vine's retirement in September.

Mr. Purcell was born in Nashville, Tenn., on July 16, 1938. He received a bachelor's in political science, cum laude, from Furman University in 1961, and a master's in public administration from the Maxwell Graduate School, Syracuse University, in 1962. He is married and has two daughters. ☐

Reagan names 3 more for ambassadorships

Mr. Dobriansky

Mr. Hart


Mr. Peck

President Reagan, as of mid-November, had announced his intention to nominate three more ambassadors. The nominations would require Senate confirmation. The three, in alphabetical order by posts, are:

—Bahamas—Lev E. Dobriansky, professor of economics and director of the Institute of Comparative Economic and Political Systems, Georgetown University.

—Ecuador—Samuel Friedlander Hart, director of State's Office of Andean Affairs.

Mauritania—Edward Lionel Peck, director of State's Office of Egyptian affairs.

Following are biographical sketches of the persons chosen by the administration.

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Bahamas

Lev E. Dobriansky has taught economics for 40 years. He began his career as an instructor at New York University, where he served, 1942–48. Since the latter year, he has been with Georgetown—as assistant professor of economics, 1948–52; associate professor, 1952–60; and professor, since 1960. He has served as director of the university's Institute on Comparative Economic and Political Systems, since 1970. He was a member of the faculty of the National War College, 1957–58.

Mr. Dobriansky has been a consultant to the State Department, USIA and the House of Representatives. He was a member of the National Commission for the Observance of World Population Year, 1974–75; a member of the Expert Advisory Board, National Broadcasting Co., since 1977; chairman of the National Captive Nations Committee, since 1959; and executive member of the Institute of Ethnic Studies, since 1957. He has also been a lecturer.

Born in New York on November 9, 1918, he received three degrees from New York University—his bachelor's in 1941; master's in 1943; and a doctorate, in 1951. His languages are French, Ukrainian, Russian and German.

Mr. Dobriansky has won many awards during his career. They include Congress' tribute for his authorship of the Captive Nations Week resolution; Freedoms Foundation awards, in 1962 and 1973; the Hungarian Freedom Fighters Award, 1965; the Outstanding American Educator of the Year Award, 1973; and the Distinguished Service Medal, 1973.

He is the author of several publications, including "Free Trade Ideal," 1954; "Veblenism: A New Critique," 1957; the Captive Nations Week resolution, 1959; (co-author) "Decisions for a Better America," 1960; "Vulnerabilities of USSR," 1963; "Nations, Peoples and the Countries in the USSR," 1964; and "U.S.A. and the Soviet Myth," 1971.

Habib: special representative

President Reagan on November 12 named retired Ambassador Philip C. Habib as his special representative in the Middle East. A Department spokesman said Mr. Habib would have an overall role in the Middle East "which certainly will encompass Lebanon but will be far from confined exclusively to Lebanon. He will be very much involved with the overall peace initiative of the President, and will be assisted on that front by Ambassador Richard Fairbanks."

Mr. Habib will work with Secretary Shultz, Deputy Secretary Kenneth W. Dam and special envoy Morris Draper in the negotiations.

Mr. Dobriansky is married to the former Julia Kusy; they have two daughters, Larisa and Paula.

***

Ecuador

Samuel Friedlander Hart was appointed a career member of the Senior Foreign Service, class of minister-counselor, in 1981. He joined the Service in 1958 and the following year was assigned as political and economic officer in Montevideo, Uruguay. From 1961 to 1962 he took Indonesian language training at the Foreign Service Institute. Following his studies, he became an economic officer in Jakarta, Indonesia.

Mr. Hart then served as consular and political officer in Kuala Lumpur, Malaysia, 1964–66, and foreign affairs officer, then international economist, in the Bureau of Economic and Business Affairs, 1966–68. From 1968 to 1969 he was on detail to Vanderbilt University. Mr. Hart later held assignments as economic and commercial officer in San Jose, Costa Rica, 1969–71; counselor for economic and commercial affairs, Santiago, Chile, 1971–75; and deputy director of the Office of Economic Research and Analysis, Bureau of Intelligence and Research, 1975–77. In recent years he held assignments as counselor for economic and commercial affairs, Tel Aviv, Israel, 1977–80, and head of the Office of Andean Affairs, in the Bureau of Inter-American Affairs, since 1980.

Mr. Hart was born in Canton,

Miss., on September 13, 1933. He received a bachelor's from the University of Mississippi, in 1955; a master's from the Fletcher School of Law and Diplomacy, in 1958, and a second master's from Vanderbilt, in 1969. From 1955 to 1957 he served as a first lieutenant in the Army.

Mr. Hart won the Department's Meritorious Service Award in 1971, and its Superior Honor Award in 1980. He received the American Foreign Service Association's William R. Rivkin Award in 1971. He is a member of the American Foreign Service Association. He has two children—Rebecca and David.

* * *

Mauritania

Edward Lionel Peck was appointed a career member of the Senior Foreign Service, class of minister-counselor, in 1981. He had joined the Foreign Service in 1957. After training in economics he was assigned, in 1959, as political and economic officer in Gothenburg, Sweden. From 1962 to 1964 he took Arabic language training in Tangier, Morocco, then was named economic officer in Tunis, Tunisia. Two years later he became principal officer in Oran, Algeria. Mr. Peck returned to the Department in 1968 to become a foreign affairs coordination officer.

In recent years he was special assistant to the under secretary for political affairs, 1971–74; counselor for economic and commercial affairs in Cairo, 1974–77; minister-counselor and principal officer in Baghdad, Iraq, 1977–80; and director of the Department's Office of Egyptian Affairs, since 1980.

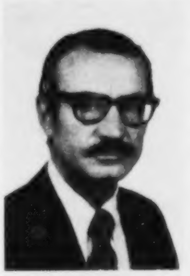
Mr. Peck was born in Los Angeles on March 6, 1929. He received a bachelor-of-science degree from the University of California, Los Angeles, in 1956, and a master's, in business administration, from George Washington, in 1973. From 1946 to 1949 and, again from 1951 to 1952, he served in the Army as a first lieutenant.

Mr. Peck won the Department's Meritorious Honor Award in 1971, 1977 and 1979, and its Superior Honor Award in 1974. He also received the American Foreign Service Association's William R. Rivkin Award in 1973. He was chosen to be the Department's first representative on the Labor-Management Disputes Impasse Panel established by the Foreign Service Act of 1980. He speaks French, Swedish and Arabic.

Married to the former Ann Day Slevin, he has two sons, Thomas and Brian, and two daughters, Heather and Julia. □

Chapman is named Cyprus coordinator

Christian A. Chapman, former U.S. minister at Embassy Paris, has been named special Cyprus coordinator by Secretary Shultz. Mr. Chapman will work with the United Nations and other parties concerned with the Cyprus problem, "to help determine the most productive way the United States can support the UN secretary general."



Mr. Chapman

Mr. Chapman is a veteran of more than 30 years in the Foreign Service. He holds the rank of minister-counselor. He has been assigned to several management positions in western Europe, southeast Asia and Washington. He served consecutively in Casablanca, Beirut, Tehran, Saigon and Vientiane, then returned to the Department as desk officer for Laos and as a personnel officer.

After he was graduated from the National War College in 1964, he was assigned as economic counselor in Luxembourg. He later was deputy secretary general for political affairs at NATO, in Paris and Brussels. Returning to Washington in 1968, he became director of foreign military assistance and arms sales policy in the Bureau of Politico-Military Affairs, and director of regional affairs in the Bureau of East Asian and Pacific Affairs.

In recent years Mr. Chapman served as deputy chief of mission in Vientiane, deputy assistant secretary for educational and cultural affairs, senior Foreign Service inspector, and deputy chief of mission in Paris. ■

People at State

President Reagan has designated Under Secretary for Economic Affairs **W. Allen Wallis** as his personal representative for the 1983 summit meeting of industrialized countries, which will be held in Williamsburg, Va., May 28–30 ... **David E. Simcox,** a senior Foreign Service officer, has been assigned as political adviser to the commandant, U.S. Coast Guard headquarters in Washington ... **Jack R. Binns** is the director of northern European affairs, Bureau of European Affairs ...

Deputy Secretary **Kenneth W. Dam's** immediate staff includes **Edward S. Walker,** executive assistant; **Thomas J. White**, **Gary Edson, Frank G. Klotz** and **Robert M. Perito,** special assistants; **Rita Johnson,** staff assistant; **Cristy Valentine,** personal assistant; **Marjorie Soltis, Eva Henderson** and **Anita Friedt,** secretaries; **Arvid Mynatt,** clerk ...

President Reagan has announced his intention to accord the personal rank of ambassador to **Reginald Bartholomew,** special adviser to Secretary Shultz and U.S. special negotiator for U.S.–Greek security negotiations ...

Petrolimerick

"I was Emir," he said with a bow,
"But my people would never allow
The reforms I put through.
And so what did they do?
Well, I'm Emir emeritus now."

—Basil Wentworth□

News Highlights

New skill codes system agreed on

The Department and the American Foreign Service Association have signed an agreement which substantially modifies the Foreign Service skill codes system, a Department Notice of November 4 said.

The revisions "will adapt the skill codes to modern needs and will provide a better information base on which the Department can make more accurate projections for workforce planning purposes," it was said.

Specifically, the revised skill code system was said to: (1) precisely define each skill code; (2) eliminate redundant and ambiguous codes and thus greatly reduce the number of codes; (3) break the link between skill codes and individual position titles; and (4) limit, in the future, eligibility for executive skill code (formerly program direction) to Senior Foreign Service officers who have served in designated positions.

However, the notice continued, the revised system: (1) will not change the way promotion numbers are calculated or reduce the number of promotions; (2) will not modify the current procedures for Foreign Service employees to change skill codes which were negotiated with the association in 1978; and (3) will not change the current competition groups for promotion consideration. Such groups are determined by separate negotiations between management and the association.

Substantial technical work is expected to be required to convert the personnel information system to the new codes, so it will be several months before the revised system can be implemented, the notice said. All employees are to be informed about the changes in the overall skill code system and their personal skill codes as the system gets closer to implementation. ☐

New credit union offices

The State Department Federal Credit Union has opened two full-service branch offices. The Courthouse branch office is located in Arlington, at 2020 N. 14th Street, two blocks from the Courthouse Metro stop; it has additional hours on Saturdays, from 9 a.m. until noon. Courthouse is the newest of four SDFCU full-service offices. The ABC-Ft. McNair branch office is located in Building 39 at Ft. Leslie J. McNair, 4th and P Streets S.W., Washington. ☐

Ambassador *Robert H. Miller*, director, Office of Management Operations, cuts ribbon to open credit union's new Courthouse branch office. With him is treasurer/general manager *Edward N. Gulli*.

State to go forward with 2 equal employment programs

The Department will continue two special hiring programs for Foreign Service generalists during fiscal year 1983, as part of its Affirmative Action Multi-Year Plan, according to a Department Notice of October 25. The two are the Affirmative Action Junior Officer Program, for members of minority groups, and the Mid-Level Hiring Program, for these groups and for women.

In addition, the Department is seeking to hire more minorities and women in the Civil Service. Plans call for "strengthening" the Civil Service recruitment guidelines, reviewing the Upward Mobility and Mustang Programs, and a nationwide recruitment effort. Other measures include "upgrading the current workforce through better counseling, more training and appropriate use of the Department's upward mobility programs, coupled with additional training programs on equal employment principles and goals for managers at all levels," the notice said.

The text of the plan is in the library at Main State.

Check your personnel audit report, employees told

The Bureau of Personnel is reminding employees to correct, update and return their personnel audit reports (known as PARs), which will be distributed to individuals in Washington and at overseas posts during the next five to six months. The report is a printout of the most current Department data on each employee in the computerized personnel file.

This annual report is usually sent out about two weeks following the individual's birthday. This year, however, the bureau has launched a special effort to correct information in the reports. The so-called "birthday" PAR will be discontinued, and employees have been urged to update the special PAR, "even if you have recently submitted a 'birthday' PAR for correction."

"The reports are an important tool in both the assignment and promotion process," the Bureau of Personnel noted. "Extracts from the report are printed up for the Foreign Service selection boards every year . . . The PARs also provide an invaluable summary of each employee's assignments, past promotions, training, languages, functional skills, and awards. Your career counselor and the assignment officers use the reports as a key resource."

The bureau said it was devoting extra personnel to the project to help insure that corrections are made.

Employees have been urged to send in supporting documentation for requested changes. The reports should be returned to executive officers in the Department, and to administrative officers at post, for forwarding to Personnel. ■

Honors and Awards

Rozanne L. Ridgway wins $10,000 award

Rozanne L. Ridgway, ambassador to East Germany, has received the $10,000 Joseph C. Wilson Award for achievement in international affairs. She is the first woman to receive the award.

It is given to American citizens in mid-career whose "sustained contributions to international understanding and the quality of life include recent achievement of unusual and lasting significance." The award is offered as a memorial to Joseph C. Wilson, late chairman of the Xerox Corp., and is administered by the Rochester (N.Y.) Association for the United Nations, in association with the University of Rochester.

Ms. Ridgway

Ms. Ridgway was honored for "her contributions to the resolution of a number of difficult international problems." She was credited with negotiating an agreement in November 1981 settling financial claims between Czechoslovakia and the United States dating back to World War II.

Earlier that year, she had represented the United States in negotiations that resolved a "particularly difficult" fisheries and maritime-boundary dispute with Canada. She led U.S. delegations in negotiations which obtained broad international acceptance of the Fishery Conservation and Management Act of 1976, which established the 200-mile fishery zone of the United States. The negotiations, between April 1976 and March 1977, resulted in bilateral agreements between the United States and 14 nations fishing off U.S. coasts, including the Soviet Union, Japan, Canada and the European Community.

Ms. Ridgway joined the U.S. Foreign Service in 1957. In 1975 she became deputy assistant secretary for ocean and fisheries affairs. The following year she was accorded the rank of ambassador and, in 1977, she was appointed U.S. ambassador to Finland. In 1980 she became the first woman counselor of the Department. In that capacity, she headed the task force on Poland and helped formulate the U.S. position for the Madrid conference on the Helsinki accords. Before her appointment to East Germany, she was special assistant to the Secretary. □

Chicago's Poole, Mite of Conn., win awards

The regional passport directors in Chicago and in Stamford, Conn., have received awards from local travel organizations for their service to the industry.

Beatrice Mite won the Connecticut-Westchester Passenger Traffic Association "Woman of the Year" Award.

Mr. Poole

Ms. Mite

Elmo Poole received the "Man of the Year" Award from the Midwest Agencies Selling Travel.

Ms. Mite, who joined the Department in 1951, has been with the Stamford Passport Agency since it opened in 1978. She was a special assistant in Miami, 1973–78, and she also worked in New York, 1954–73.

Mr. Poole began working for State in 1954, as a special agent with the Office of Security. He served in Security's St. Louis, Dallas, San Francisco and El Paso field offices before joining the Chicago Passport Agency in 1966. □

Honor award for Ms. Langford

Patricia A. Langford, country officer for New Zealand in the Bureau of East Asian and Pacific Affairs, has received a Superior Honor Award. ■

President Reagan*, at State, honors Deputy Secretary *Walter J. Stoessel* on his retirement. With them are *Mrs. Stoessel* and *Secretary Shultz*. Mr. Stoessel was presented the Department's Distinguished Honor and Wilbur J. Carr Awards. *(Photo by David M. Humphrey, Visual Services)

Retirement Portrait

Bill Belton—he's for the birds

He proves there IS life after the Foreign Service

THE BIRDS of Brazil have become a big part of Bill Belton's life since he retired from the Foreign Service in 1970. Now an amateur ornithologist, he has written one book in Portuguese on birds in Brazil, and is working on another.

It all began as a hobby back in 1943, when Mr. Belton was assigned to Winnepeg as vice consul. "I was in a bookstore and saw a 'Peterson's Field Guide to the Birds,'" said Mr. Belton in an interview at his home in Great Cacapon, W. Va. "I was always interested in nature and birds, so I bought a copy and read it. Without reading the introduction that said you needed binoculars, I went out into my back yard that evening to see if I could identify any birds. A bird came out onto a branch and, as I stood there with my book, leafing through the pages, the bird suddenly jumped onto the edge of my book—right next to his own picture. That convinced me bird-watching was fun."

Was it a rare bird? "No," said Mr. Belton. "As it turned out, some of my neighbors knew a little about birds and had been feeding a few of the friendlier ones from their hands. Chickadees are especially friendly, and that particular bird—a chickadee—knew a little about people. It was looking for something to eat."

A key chickadee

That friendly chickadee's hop from branch to book was the beginning of Mr. Belton's hobby as a bird watcher. But fate continued to play a role in what would eventually become his post-retirement avocation. In 1944, Mr. Belton became assistant agriculture attache in Ottawa. "We happened to move into a house across from the president of the Ornithological Union," he said. "He took me in hand, taught me a few things and saw that I joined the union."

But Port Alegre, Brazil, was where the first seeds of his book became implanted in his mind. He was posted there as consul in 1946. "In Brazil I did a lot of looking at birds," he recalled, "but with a tremendous amount of frustration because there was nothing to help you identify them, like a field guide or other books. I stumbled around and learned some things, mostly that nobody there knew much about the birds. So I thought of doing a study sometime."

Back to Brazil

Mr. Belton continued his hobby and, eventually, his last assignment in the Foreign Service took him back to Brazil, as deputy chief of mission in Rio de Janeiro. "I had decided by that time to devote my life to birds after retiring," he said. After consulting a friend who was the principal ornithologist in Brazil, Mr. Belton decided to begin his research on the birds of Rio Grande do Sul, the southernmost state in Brazil.

In April 1970, after retiring, he went to Gramado, a resort town near Port Alegre. He found a house to settle in with his family, bought a jeep station wagon and a house trailer and started wandering around the state. He said: "My basic objective was to find out what birds were there and when they were there. I divided the state into a grid of 30 minutes longitude and 30 latitude. Then I recorded what birds I saw where, and recorded the information by months, keeping cards with notes on behavior, nesting—anything related to the birds."

The book

The resulting book from that project, entitled "Aves Silvestres do Rio Grande do Sul, (Wild Birds of Rio Grande do Sul), was completed in 1975. But because of financial problems within the Society, it didn't appear until June 1982. A joint venture with John Dunning, who photographs birds as a hobby, the book is intended to arouse interest and familiarize the people of Rio Grande do Sul with the birds of their region. It contains photos and text on approximately 100 birds. Of the 10,000 copies printed in Brazil, which are selling for the equivalent of $3, most have been sold.

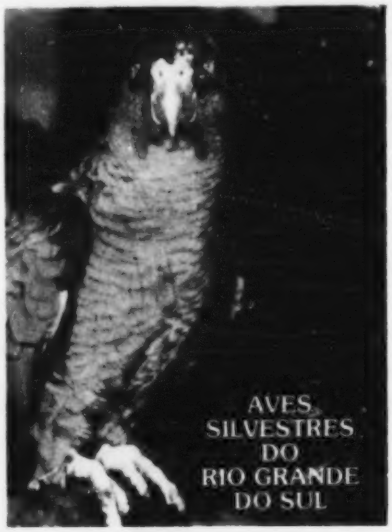
Mr. Belton is now working on a second, more detailed, book entitled "Birds of Rio Grande do Sul," which deals with all 585 known species in the region, including their distribution, field marks, size, color, voice and breeding. The book, which he hopes to complete in about three months, is expected to be published by a museum in New York as a scientific bulletin. It would also be available to the public.

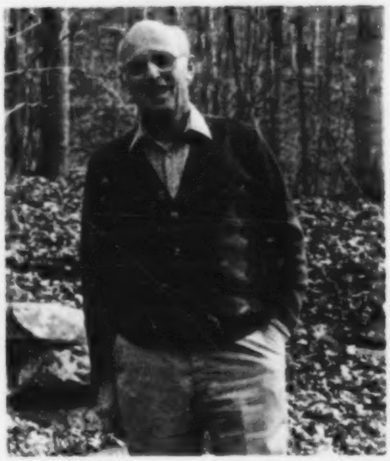
Peripitatetic bird watcher

"I've done bird-watching every place I was assigned in the Foreign Service," Mr. Belton said. "In the Dominican Republic, during the late '40s, I made notes on my observations and banded a lot of birds." He was on assignment there as a political officer. As the deputy chief of mission in Canberra, 1956–58, he practiced his hobby with the Australians, and also with Donald Lamm, another Foreign Service officer and a fellow bird watcher.

Mr. Belton's Washington assignments have included officer-in-charge of Mexican affairs, then (South America) west coast affairs, deputy director of South American affairs and Foreign Service inspector.

After he completes his second book, he hopes to do some more bird-watching near his home, where he lives with his wife of 42 years in a house designed by their son, an architect in Wyoming. They have another son who is a designer of furniture in Washington, and a daughter who is a professor of anthropology at Hampshire College, Amherst, Mass.





Bill Belton in West Virginia. (Photos by Donna Gigliotti)

Mr. Chairman

Now chairman of the Pan-American section of the International Commission for Bird Preservation, Mr. Belton said: "In the past few years, the commission has been taking more of my time than anything else. (He's also on the executive committee of their international body.) We're trying to promote a book like my first one for other parts of Latin America. I'm convinced it's the way to get people interested—you must know birds to be interested in their conservation."

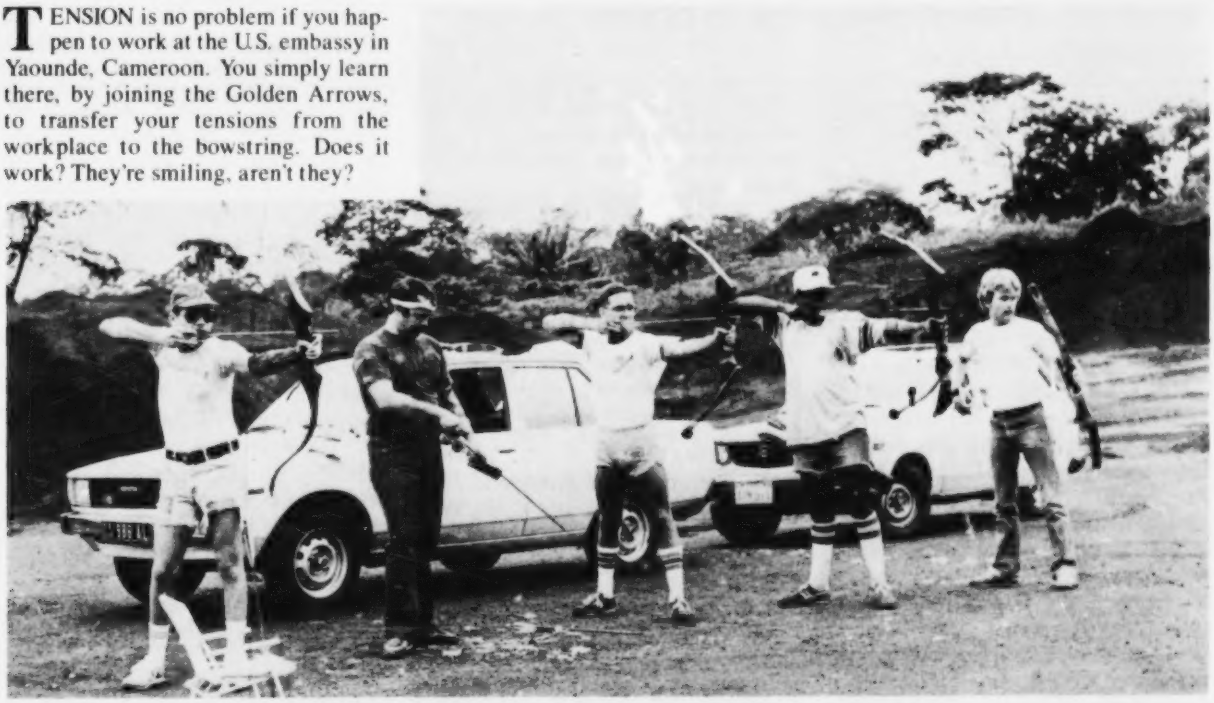
As to what Mr. Belton finds so enjoyable about bird-watching, he said: "I have a sense of curiosity about nature. I enjoy discovery. I think birds are fascinating—the best examples of the exuberance of nature. To me, it's almost a religious experience to see a multicolored bird flying through the woods. It takes me closer to the unknown than anything else."

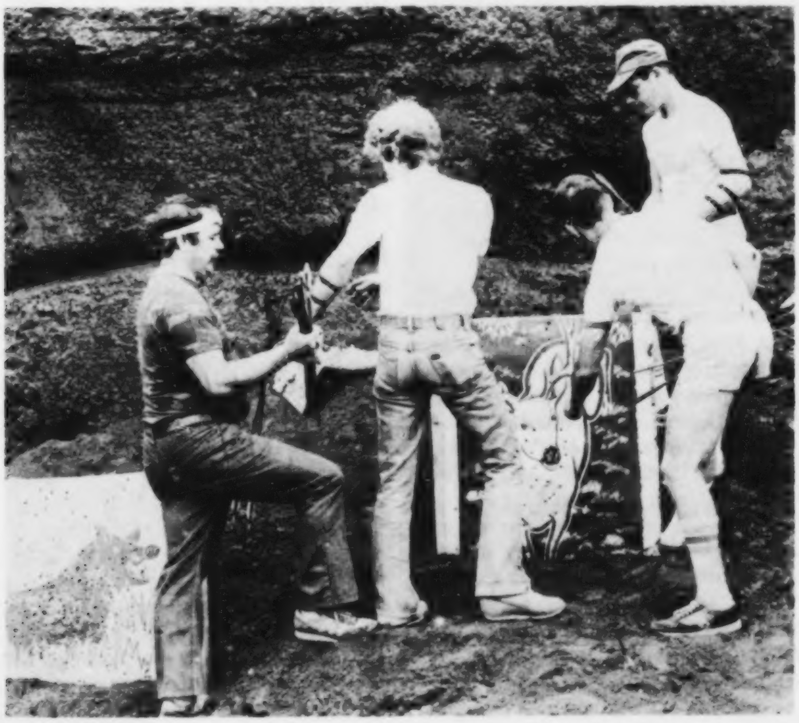
Does he miss the Foreign Service? "I've had so much fun since I've been out, I haven't had time to miss it," he said. "We've continued to travel and be associated with foreign activities and life. So I'm still involved in foreign affairs."

—Donna Gigliotti ■

The Golden Arrows

TENSION is no problem if you happen to work at the U.S. embassy in Yaounde, Cameroon. You simply learn there, by joining the Golden Arrows, to transfer your tensions from the workplace to the bowstring. Does it work? They're smiling, aren't they?





They take aim. *David Adcock*, left, of the Canadian embassy has joined them. The others, from right: communicator *Ken Hoeft*, economic officer *David S. Stott Jr.*, Marine Sgt. *Jon Wertjes*, communicator *William Wuensch*.

Now they're retrieving their arrows from the targets. No more tension.

"Who's nervous?" says young *Fred Wuensch*. ■

Secretary's Open Forum

'At State, dissent gives rise to praise'

(An outside assessment)

The following article by Philip Taubman appeared in the New York Times of November 8.

WASHINGTON—Dissent is not a popular commodity in the Federal Government. The bureaucracy has developed numerous and sometimes Draconian ways of stifling differences of opinion and unconventional thinking.

When J. Edgar Hoover ran the Federal Bureau of Investigation, agents who challenged his policies were transferred to Missoula, Mont. At other agencies today, timidity and insularity are defended by banishing dissenters to shuffling paper, indefinitely postponing promotions or inserting negative information in personnel files.

The State Department is an exception. It actively encourages and rewards dissent. The result, since Ronald Reagan became President, has been a fairly steady stream of internal critiques of policy and speaking appearances by outside experts who have lambasted the Administration.

Such ferment is a department tradition. Fifteen years ago, when there was widespread dissent over American policy in Vietnam, Secretary of State Dean Rusk established several mechanisms designed to bring opposing views to the attention of senior officials.

Rusk's intent questioned

Some officials questioned Mr. Rusk's intent, suggesting that he was actually interested in diverting the dissent into channels he could control. Similar concerns are expressed today by some who argue that by organizing dissent, the department has found a painless way of co-opting those who disagree with policy.

Tony Lake, director of policy planning at the department during the Carter Administration, praised the dissent system in general, but cautioned: "There is a danger that it can be used simply as a way to domesticate dissent and relieve internal pressures in the department."

Mr. Lake and other former and current officials, however, said that dissenting views had led to policy reassessments. "I found it very useful," said former Secretary of State Cyrus R. Vance. "On several occasions substantive questions were raised that made me go out and get additional information."

Shultz praises Open Forum

Secretary Shultz has signed the following statement in support of the Secretary's Open Forum:

TO MY COLLEAGUES:

I support and commend the work of the Secretary's Open Forum. Now in its 16th year, the Open Forum through its varied programs has fostered openness and free expression of views among foreign policy professionals and thus contributed to the shaping and strengthening of our foreign policy consensus. It has provided you with an independent, in-house channel in which discussion, debate and dissent can take place outside normal bureaucratic and political constraints. For me and my senior advisers, it is a source for ideas, a challenge to consider new policies or re-examine existing ones. Clearly, we all benefit from the existence of the Open Forum.

The continued success of the Secretary's Open Forum is dependent upon the energy, creativity and interest of our community. I hope that all of you will continue to look to the Open Forum as a means by which innovative thinking, including thoughtful dissent, can be brought to our attention.

A few weeks ago, Secretary of State George P. Shultz delivered the keynote address at an awards ceremony where one senior official was honored as a manager who "will vigorously defend alternative courses of action, without regard to possible repercussions on his career." The recipient, Herman J. Cohen, deputy director of the Bureau of Intelligence and Research, was cited for preventing policy interests from distorting intelligence estimates.

Secretary's Open Forum

The award was one of four given annually by the American Foreign Service Association to Foreign Service officers who buck the bureaucracy or display exceptional initiative. Although the association is not part of the department, secretaries of state have traditionally spoken at the awards ceremonies.

The department plays a more direct role through the Secretary's Open Forum, which is open to employees of the State Department, the Agency for International Development, the Arms Control and Disarmament Agency and the United States Information Agency. Current membership totals about 1,000, according to Eric E. Svendsen, the chairman of the forum.

According to Mr. Svendsen, the forum encourages differences of opinion by organizing groups to discuss policies, by publishing a quarterly journal and by inviting critics of Administration policy to speak to department employees.

"The idea is to prevent bureaucratic arteriosclerosis," Mr. Svendsen said.

The chairman, who is elected to a one-year term by forum members, ostensibly operates independently of any department office or official.

SALT alternatives proposed

The journal, which Mr. Svendsen said is classified to keep dissenting opinions from becoming a cause célèbre, is circulated to about 3,000 officials. The most recent issue, published in September, included one article that proposed alternatives to the Administration's negotiating position in the talks with the Soviet Union on limitation of strategic arms, department officials said.

Mr. Svendsen said that recent outside speakers invited by the forum included Wayne S. Smith, the former head of the American interest section in Havana, who sharply criticized Administration policy toward Cuba.

The most controversial mechanism for fostering unorthodox thinking in the department is the "dissent channel." Established by Secretary of State William P. Rogers in 1971, the channel is the avenue of last resort. "When you can't get your opinion through any other way," said Mr. Svendsen, "you use the dissent channel."

Messages sent this way are automatically distributed to the Secretary of State and three of his senior deputies, and are usually circulated to senior officials responsible for the policy in question.

The director of policy planning, with assistance from the chairman of the open forum, is expected to insure that a substantive response is made and that the dissenter is not penalized for going over the head of his immediate superiors. Anonymous dissents are not accepted.

'Good paper' on Cambodia

Mr. Lake said that several dissent papers during his tenure had led to reconsideration of policy positions, but never to reversals. "We got a very good paper criticizing our position on the seating of the new Cambodian Government at the U.N.," he said "We ultimately opposed the seating of the Vietnamese client, but the paper prompted a major reassessment of the policy."

Since Mr. Reagan took office, Mr. Svendsen said, dissent papers have covered a range of issues, including policy in the Middle East and Central America. He said that the papers come in at an average of about one a month, similar to the rate in previous administrations.

Apparently, the channel is used even by those who question the usefulness of the dissent process itself. One paper received a number of years ago was entitled, "The Open Forum Program: A Mockery." ☐

Speakers scheduled for Open Forum

Speakers scheduled to address the Secretary's Open Forum this month include:

Allen Weinstein of the Washington Quarterly, who was to discuss "Promoting Democracy: A New Bilateral Approach," December 1; Senator Alan K. Simpson (R.-Wyo.), immigration law reform, December 8; Under Secretary Richard T. Kennedy, nuclear nonproliferation, December 10; and Tarzie Vittachi, deputy executive director of the UN International Children's Emergency Fund, "Children in Trouble," December 15.

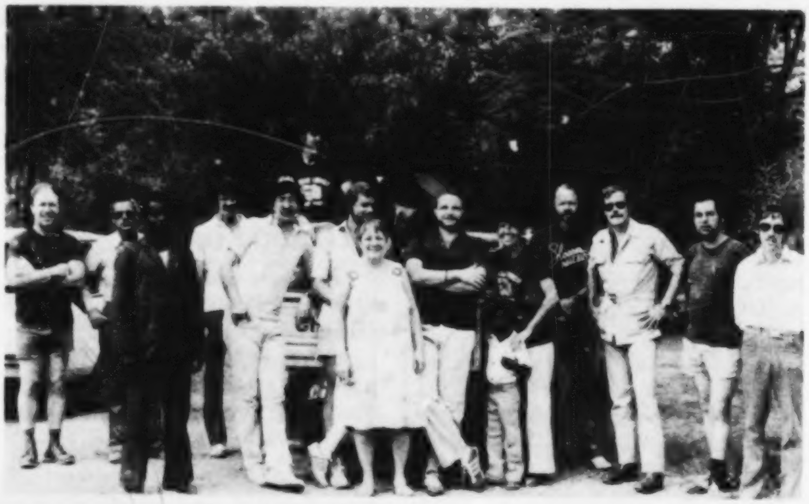
Wayne S. Smith*, former chief, U.S. Interests Section in Havana, left, speaks at Secretary's Open Forum on October 20. With him is chairman *Eric E. Svendsen*. *(Photo by Glenn E. Hall, Visual Services)

Speakers in recent weeks included former Ambassador-at-large Elliot Richardson, who reviewed multilateral diplomacy; Wayne S. Smith, former chief, U.S. interests Section in Havana, U.S.-Cuban relations; Chancellor Clifton Wharton of the State University of New York, U.S. bilateral assistance; Congressman John B. Breaux (D-La.), the law of the sea; Walter Reich, M.D., of the Woodrow Wilson International Center for Scholars, psychiatry and dissent in the Soviet Union; Richard Gilmore of Gilmore International Consulting, Washington, U.S. agricultural prosperity and world food security; Maurice B. Tobin of the Tobin Foundation, U.S. policy and the revolution in international communications; and Jeffrey Record of the Institute for Foreign Policy Analysis, Washington, on military lessons of the Falklands war.

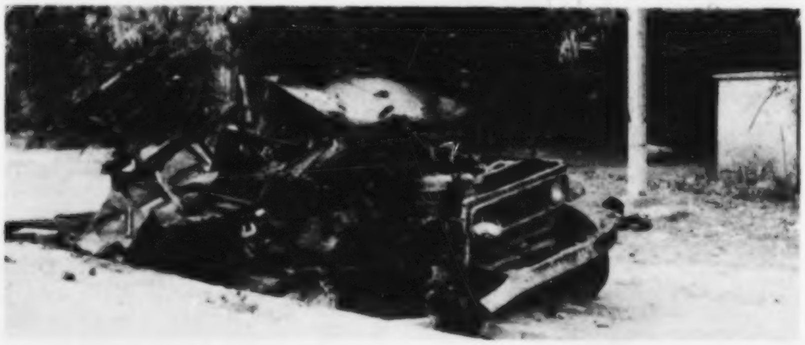
In a statement, Open Forum chairman Eric E. Svendsen pointed out that "one of the most effective ways" of bringing new or alternative ideas to the attention of senior policy-makers is through the Open Forum Journal. He urged employees and others with policy ideas to contribute. Deadline for submissions to the spring 1983 issue is December 24. Deadline for the summer edition is March 28. ■

Evacuation

IT WAS HOT SUMMER (for a few days, anyway) for the U.S. embassy people in Chad. They had to be evacuated from N'Djamena, capital of the north-central African nation, when it was entered by troops fighting a civil war. The Americans, led by charge d'affaires Peter Moffat, crossed the Chari River into neighboring Cameroon and took up temporary residence there at a leased house in Kousseri. That same day—on June 6—a team from Embassy Yaounde and other capitals in Africa arrived at Kousseri to set up communications facilities for the diplomatic refugees. The Americans returned to Chad several days later, after the invading force had established itself in the capital.



Permanent and temporary N'Djamena staff outside the house in Kousseri. From left: *Gary Pritchard*, roving administrative officer in Africa; communications specialist *James Parker*, based in Accra; Embassy N'Djamena driver *Shibo;* communications electronics officer *Joseph Cecil*, based in Lome; temporary-duty communicator *Donald Gatto*, based in Mbabane; Embassy N'Djamena general services officer *Nigel Whitehouse;* communications electronics officer *Brian Powers*, based in Kinshasa; roving secretary *Joan Pavlik;* Embassy Yaounde regional security officer *Michael LaFranchi; Dunia Whitehouse;* Embassy N'Djamena cashier *Lynn Whitehouse;* roving communicator *Michael Pingree;* Embassy N'Djamena political officer *John McCarthy III;* Embassy Yaounde communicator *Gerry Rossano;* Embassy N'Djamena AID liaison officer *Les McBride*.



A Stalin organ mounted on a Toyota Land Cruiser which took a direct hit in downtown N'Djamena, about two blocks from the American embassy, during the fighting on June 7.

Temporary charge d'affaires *David Shinn* in front of embassy with Zairois soldiers assigned to the Organization of African Unity contingent in Chad. These soldiers guarded the embassy compound before, during and immediately after the seizure of N'Djamena.

The Organization of African Unity ferry landing, just outside N'Djamena. The embassy staff crossed the Chari River at this point. ■

Foreign Service Families

Mary Trent returns to family workshop

Mary Vance Trent, who coordinated the first workshop for Foreign Service families, in 1962, was the guest speaker recently at the Overseas Briefing Center's graduation ceremony for participants in the 200th workshop. A retired Foreign Service officer, Ms. Trent organized the workshop, which was then called "Assignments Overseas for Wives," during an assignment to Washington.

Mrs. Helena M. Shultz, wife of the Secretary, presented graduation certificates to class members during the ceremony at the Foreign Service Institute. Also invited were the wives of the assistant secretaries of state, wives of the military attaches and former workshop coordinators.

Mary Vance Trent. ***(Photo by David Humphrey, Visual Services)***

Mrs. *Helena Shultz*, wife of the Secretary, second from right, awards certificate, at 200th family workshop graduation, to *Myrna Boam*. Between them is assistant workshop coordinator *Barbara Hoganson*. Coordinator *Fanchon Silberstein* is on right.

In the Foreign Service from 1947 to 1974, Ms. Trent's assignments included economic and consular officer in Oslo, press officer in Paris and political officer in Praha, Djakarta, Wellington and Saipan. ☐

Booklet for families: regulations, allowances

"What Do I Do Now?," a 55-page booklet on foreign affairs agencies' regulations and allowances, and on family concerns and finances, has been published as a joint project of the Association of American Foreign Service Women and the Overseas Briefing Center of the Foreign Service Institute.

In a message accompanying the sourcebook, director general Joan M. Clark noted that the publication grew out of the determination to provide information from both the public and private sectors "to enable Foreign Service people to prepare themselves and their families for the unexpected events which unfortunately can become a part of official life abroad—terrorism, evacuations and family separations."

Foreign Service employees and families may obtain a free copy at the Overseas Briefing Center, Foreign Service Institute, 1400 Key Blvd., Room 400, Arlington, Va., between the hours of 11 and 4. ■

Talk on stress management

The Women's Action Organization, on December 15, will sponsor a discussion of stress management. Nancy Blagg Kalinowski, since 1976 a personnel psychologist for the Federal Aviation Administration, will speak on ways of recognizing and coping with stress. Questions will be welcome at the noon session, in Room 1105. ☐

A word to the wise

(It's in Pidgin)

By Bob Fretz

The author, now assigned to the Operations Center, was the administrative officer in Port Moresby, 1980–82.

Mr. Fretz

HAVING TROUBLE getting off language probation? Facing long, hard months of language study? There may be hope for you yet—in the balmy islands of the South Pacific, where 3 million inhabitants of the islands of Melanesia speak Pidgin, one of Papua New Guinea's three official languages.

Pidgin has a vocabulary based on English, with a Melanesian grammatical system. It's easy to pronounce, has only some 1,500 commonly-used words, and uses 22 letters of the alphabet for writing. This makes it among the easier foreign languages for English-speakers to learn. Indeed, a working knowledge of it is essential for any Foreign Service officer hoping to move to the "fast track" to the highest levels of the Department by becoming a Melanesian expert.

Pidgin got its start in the 1880s when Australian sugar plantation owners needed to communicate with Melanesian cane cutters who came from various tribal and linguistic backgrounds. One hundred years later, I myself began learning Pidgin before departing for Embassy Port Moresby by using a cassette course designed by the Summer Institute of Linguistics. When I returned from post, the Foreign Service Institute gave me its first language test in Pidgin. I came out with a "3+/3," as well as hazy visions of what future roles this unique (some would say bizarre) language expertise might bring.

But Pidgin can be fun. One day my houseboy told me: *"Mi kukim trausas bilong yu,* or "I cooked (burned) your trousers." He later went back to his village because *"Haus bilong mi i kukim,"* or his house burned down.

The word "Pidgin" not only refers to the language but also means a bird. Once, communicator Ginny Schrenk was taking a long look at a very large spider near her house. She asked a Pidgin speaker: "What do you call this in Pidgin?" The language barrier rose briefly as her interlocutor thought she had said the spider was a bird.

On another occasion, I was in a provincial capital where I was blessed with an event that would be the envy of political officers everywhere. I watched a demonstration of some 1,000 people demanding the *return* of the Americans who had left the islands at the end of World War II! In addition to cries of *"Bringim Yanks i kam bek"* ("Bring the Yanks to come back"), there were more classic shouts for *"Moa wok, mani na rot!"* or "More work, money and roads!"

For anyone traveling to the South Seas, some essential phrases are *"Bringim bikpela gintonik kwiktaim"* ("Bring me a big gin and tonic quick!"); *"Yumi go long solwara"* ("Let's you and me go to the saltwater beach"); and *"Mi no go long opis yet, em i ten klok tasol"* ("I'm not going to the office yet, it's 10 o'clock, that's all.").

Use these phrases regularly and you will have no trouble fitting in. And you'll be on that fast track. You'll sound like a rising young officer.

*(This article is a sequel to "The Easy Way to Finnish" or "Finnish in 90 Years Without a Teacher" (*STATE, *July 1980, p. 56). The editor welcomes contributions to this intermittent series.* ■

Education and Training

Schedule of courses at Foreign Service Institute

Program	*Jan.*	*Feb.*	*Mar.*	*Length of course*
Administrative training				
*Administrative CORE	3,31	28	28	3 weeks
General Services Operations	3,24	21	21	3 weeks
Personnel	—	21	—	2 weeks
Budget and Financial Management	3,24	21	21	6 weeks
**Coping with Violence Abroad (1-day)	3,17 31	14,28	14 28	
**Prerequisite before taking GSO, PER and B & F.*				
***This course used to be available on a walk-in basis. You must now register.*				
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			6 months
Nationality Law and Consular Procedure	Correspondence course			6 months
Overseas Citizens Services	Correspondence course			6 months
Executive development				
*Advanced Television Workshop	—	—	17	3 days
Executive Performance Seminar	16	—	6	5 days
Overseas Supervisory Workshop	—	—	20	5 days
Supervisory Studies Seminar	—	6	—	5 days
Executive EEO Seminar	25	—	22	1 day
**By invitation only*				
Political training				
Foreign Affairs Interdepartmental Seminar	10	—	—	2 weeks
Orientation				
Departmental Clerical Orientation	17	14,28	—	5 days
Orientation for Foreign Service Personnel	—	14	—	1 week
Departmental Officer Orientation Program	—	14	—	2 days
Orientation for Foreign Service Officers	5	—	2	6 1/2 wks
Foreign Service Secretarial Training	—	—	7	6 days
***Secretarial workshops**				
First-Time Ambassador's Secretary's Briefing	Individual			4 hours
Foreign Service only:				
Workshop in the Preparation of Travel Vouchers	Individual lab			4 hours
Stenography Laboratory (Advanced)	Individual lab			4 hours
Department Correspondence, Diplomatic Notes and other forms of Communication, i.e., Telegrams, Airgrams, etc.	Individual lab			4 hours
Foreign Service (Diplomatic Notes)—*(Foreign Service only)*	Individual lab			4 hours
Management Skills Seminar for Secretaries	—	—	28	3 days
**Arranged on individual basis (self-paced, instructor-monitored)*				
Clerical workshops				
Telephone Techniques Workshop	—	—	25	4 hours
***Secretarial skills**				
Basic Office Skills and Techniques	—	7	—	24 hours
Clerical skills				
Workshop for Speed and Accuracy	10	—	—	4 weeks 40 hours
Communication skills				
Fundamentals of Writing for Government	11	—	—	5 weeks 20 hours
Fundamentals of Speech	—	—	1	24 hours

—(Continued on next page)

Overseas schools council to meet December 15

The Overseas Schools Advisory Council will hold its annual meeting on December 15, at 9:30 a.m., in Room 1408. Scheduled for discussion are the status report of the 1981–1982 program; the results of surveys and reports regarding local fundraising activities conducted by overseas schools, and meetings organized by regional overseas schools associations; a review of the council's program for improving educational opportunities abroad for dependents of U.S. Government, corporation and foundation employees; the participation of U.S. corporation and foundation overseas personnel on school boards; election of the council chairman and vice chairman; and other business.

Members of the public desiring to attend the meeting should call Joyce Bruce, Office of Overseas Schools, (703) 235-9600, prior to December 15. The public may participate in discussions at the chairman's instructions. ☐

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, DC 20520. Telephone: (202) 632-6575-6.

Arms control

"Nuclear Arms Control and the Future of U.S.-Soviet Relations," Eugene V. Rostow, director, U.S. Arms Control and Disarmament Agency, Los Angeles World Affairs Council, Los Angeles, September 10 (Current Policy No. 425).

Economics

"U.S. Energy Strategies," E. Allen Wendt, deputy assistant secretary for international energy policy, Bureau of Economic and Business Affairs, Oxford Energy Seminar, Oxford, England, September 9 (Current Policy No. 423).

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—(Continued from preceding page)

Program	*Jan.*	*Feb.*	*Mar.*	*Length of course*
Workshops for managers				
The Art of Dictation Workshop	Individual and group			4 hours
Notetaking for Managers	To be announced (individual and group)			14 hours
Advanced Writing for Senior Managers	—	7	—	22 hours
Effective Oral Communications for Managers	—	—	10	15 hours
Overseas Briefing Center				
Two-Week Family Workshop	10	—	7	2 weeks
English Teaching Seminar	—	7	—	1 week
Regulations, Allowances and Finances in the Foreign Service	—	16	—	3 days
Career Counseling	—	—	1	4 days
Going overseas				
Saturday sessions	—	—	5	1 day
Evening sessions	—	—	16	1 day
Re-Entry workshop (*Mondays*)	—	28	—	1 day

Area studies and language training

Program	*Jan.*	*Feb.*	*Mar.*	*Length of course*
Area studies				
Africa, Sub-Sahara	24	22	—	2 weeks
Western Europe	24	22	—	2 weeks
People's Republic of China	—	—	7	2 weeks
East Asia	24	—	—	2 weeks
Eastern Europe and USSR	24	—	—	2 weeks
Latin America	24	22	—	2 weeks
Near East and North Africa	24	22	—	2 weeks
South Asia	24	—	—	2 weeks
Southeast Asia	24	—	—	2 weeks
Language and advanced area courses				
Afrikaans	—	7	—	24 weeks
Arabic (Egyptian)	—	7	—	24 weeks
Arabic (Modern Standard)	—	7	—	24 weeks
Arabic Modern Standard (Advanced in Tunis)	—	7	—	12/15 months
Bengali	—	7	—	24 weeks
Chinese (Standard)	—	7	—	24 weeks
Danish	—	7	—	24 weeks
Dari (Afghan Persian)	—	7	—	24 weeks
Dutch	—	7	—	24 weeks
French	10	7	7	20 weeks
German	—	7	7	20 weeks
Greek	—	7	—	24 weeks
Indonesian	—	7	—	32 weeks
Italian	—	7	7	20 weeks
Japanese	—	7	—	24 weeks
Japanese (Advanced in Yokohama)	—	7	—	12/15 months
Norwegian	—	7	—	24 weeks
Pilipino	—	7	—	24 weeks
Polish	—	7	—	24 weeks
Portuguese	—	7	7	24 weeks
Romanian	—	7	—	24 weeks
Russian	—	7	—	24 weeks
Serbo-Croatian	—	7	—	24 weeks
Spanish	10	7	7	20 weeks
Swahili	—	7	—	24 weeks
Swedish	—	7	—	24 weeks
Thai	—	7	—	24 weeks
Turkish	—	7	—	24 weeks
Urdu	—	7	—	24 weeks □

Europe

"Madrid CSCE Negotiations, 1980–81," September 1982 (Selected Documents No. 20).

Human rights

"Personal Liberties and National Security," William Clark, national security adviser to the President, American Bar Association, San Francisco, August 6 (Current Policy No. 421).

Inter-American affairs

"Areas of Challenge in the Americas," Thomas O. Enders, assistant secretary for inter-American affairs, Inter-American Press Association, Chicago, September 30 (Current Policy No. 424).

GIST

Arms Control: MBFR Talks (10/82).
Siberian Gas Pipeline and U.S. Export Controls (10/82).

Background Notes

Kenya (10/82).
Luxembourg (9/82).
Peru (9/82). ■

Library Services

Location: Room 3239 New State.

Collection: 750,000 volumes, 1,100 periodical titles.

Services:

—Loan of books, periodicals, and government documents.

—Locating and borrowing items from other libraries.

—Assistance in finding information (legal, statistical, historical, biographical, etc.).

—Automated retrieval of information relating to foreign affairs.

—Daily newspapers (back issues on microfilm).

Retirees in Florida

A group of retired Foreign Service officers has been meeting with Florida officials to help develop an "international retiree skills bank," which would record the names and skills of retirees—now residing in that state—who have international work experience. Among those working on the project are retired ambassadors Charles Adair, Clarence Boonstra and Robert J. Ryan, and Mrs. Margaret Morgan. Information may be obtained from Mr. Ryan, 216 Gull Circle N., Daytona Beach, Fla. 32019, (904) 788–9572. □

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.

Q. EUROPE

Is the poinsettia still considered to be extremely poisonous and toxic for children and adults?

A.

The poinsettia was blamed for a death in 1919. However, recent studies indicate the plant isn't as highly toxic as was thought at that time. It's unlikely that ingestion of a poinsettia would be fatal, though it may cause some gastric irritation and burning in the mouth. In any event, if any indoor or outdoor plants are ingested, medical advice should be sought.

Q. ASIA

Do newborn infants receive per diem during the six-week post delivery period that the baby and mother remain in the States after delivery? Do the babies receive full or half per diem?

A.

In the United States, newborn infants are eligible for per diem at one-half the applicable rate (exclusive of inpatient days in the hospital nursery). If the delivery occurs overseas (but away from post), the infant is eligible for only 25% of the full per diem rate after the first 30 days.

Q. EUROPE

I've been tired and sort of dragging lately and asked the nurse for B_{12} shots, but she didn't recommend them. When are B_{12} injections valuable? I used to get them in the tropics and they really seemed to help me.

A.

While some physicians may occasionally prescribe these shots for the vague complaint of tiredness or exhaustion, the only real medical indication for B_{12} injections is in a specific blood disorder called pernicious anemia. I'm of the opinion that unnecessary injections should not be administered, unless there are clear-cut clinical indications. Seafood, meats, eggs and dairy products are all sources of Vitamin B_{12}, and I would recommend your diet include these foods rather than advise you to take injections for your tiredness.

Q. EASTERN EUROPE

I've seen lots of ads for devices called ionizers to purify the air. What are ions? What do they have to do with healthy air? Are ionizers good or bad for health? Are they safe? Would you have one in your home?

A.

An ion is an atom with an electrical charge; a normal atom is neutral. If it loses an electron, it has a positive charge; if it picks up an extra electron, it has a negative charge. Ion generators are not new. They've been on the market for some time, with various advertised beneficial medical claims in addition to claims for air-cleaning capabilities. There's no scientific or medical evidence to confirm the therapeutic effectiveness of these devices. As to whether these devices can be bad for your health and safety, the Food and Drug Administration is not aware of any scientific evidence to so indicate. Would I have one in my home? No. Based on available scientific information, I see no benefits from a health-effects standpoint of adding ions to the air.

Q. AFRICA

I traveled to the United States last month when emergency visitation travel was approved for my mother, who is dying of cancer. She has lingered and might survive a few months more. Will I also be able to return home to attend her funeral?

A.

Yes. The regulations allow one round trip during the course of an illness if my office makes a determination that the parent is critically ill and survival is questionable. This decision is based on information obtained from the patient's attending physician. Should the parent die at a later date, emergency visitation travel in the event of death can be approved. My office is not involved in this aspect of travel—that is, once death occurs. The post directly issues travel orders allowing the eligible employee or dependent to return for the funeral.

Q. WASHINGTON

I've heard people discuss having operations on their gums. What is this operation? Is it becoming more common now, instead of dentures or bridges?

A.

Our dental consultants tell me dental plaque is the culprit. It causes two diseases, tooth decay and periodontal disease. Periodontal disease is a disease of the tissues that hold the teeth in the mouth—the gum tissue and the bone. If plaque is not removed, the initial reaction is for the gum tissue to become irritated. If you then brush and floss correctly, the irritation goes away. If you don't remove the plaque, it becomes swollen and unhealthy. At this point, you can't reverse the process but your dentist can by cleaning and polishing your teeth. If the process is not interrupted, that is, if you don't have your teeth cleaned, the body reacts to remove the diseased tissue. The tissue becomes detached from the tooth and, as in any infection, fills with pus. Over a period of time, even the bone becomes affected and the tooth can become loose, even lost. The process can be interrupted at any time, but the tissue lost is never replaced. To interrupt the process, the dentist will do one of several operations designed to remove the diseased tissue and restore a condition where the patient can keep his mouth clean. The operation is becoming more common as more people become aware they need not lose teeth to periodontal disease. The original tooth works much better than any artificial replacement. The problem is the patient must realize that only he can solve the problem, by removing plaque daily as it forms. All the dentist can do is repair the damage and restore the mouth to a point where the patient can keep it healthy. ☐

'Foreign objects' threaten young lungs

The following article was submitted by the Office of Medical Services.

Inhalation of foreign objects is the most common cause of accidental death to children, under age 6, in the home. These accidents are preventable, according to the American Lung Association of Northern Virginia.

The Christmas Seal organization is mounting a nationwide campaign to protect young children from this danger, which is enhanced during the major holidays as trick-or-treat goodies are followed by a host of other small objects tempting to toddlers. The object goes in the mouth. Sometimes it "goes down the wrong way."

Death can come from choking—cutting off the breath in the trachea (windpipe). At other times, the objects are inhaled deeper into the lung, where they can cause long-term damage. Scientists call this "aspiration."

Organic and inorganic objects cause different problems when they land in the lung. Organic objects, such as bits of food, generally cause more damage. Tiny pieces of crisp bacon, apple peel, carrots, raisins, teething toast, hard candies bring inflammation at the site if they lodge in the lung. This inflammation is a chemical reaction, which takes place when white blood cells are attracted to and accumulate around the foreign object. The white blood cells release enzymes (tiny protein substances), which digest and destroy neighboring tissue. Inflamed tissues may encourage an infection which is difficult to diagnose and treat.

Peanuts are a particular hazard. They contain vegetable oil, and any kind of oil in the lung elicits a virulent chemical reaction.

Small buttons, beads or pins are common inorganic objects that can be aspirated. Sharp objects are dangerous because tender lung tissue is easily cut or penetrated. If the object does not interfere with the child's breathing, it can still land in the lung and cause trouble, maybe months or years later. ☐

Alcohol Awareness Program

On being offered booze: How to beg off

Following is an excerpt from an article that is reprinted with the permission of AA Grapevine, Inc., New York. The Foreign Service officer who wrote it was one of the first in the Service to recover from alcoholism through the fellowship of Alcoholics Anonymous.

I had been scarcely 10 months dry when I took charge of an American consulate in a city of 400,000, on the east coast of Africa. Mary and I swung easily into the routine; this was our sixth post in 18 years in the Foreign Service. But it was my first without liquor. And the State Department was not very happy about my record. The attitude I met with most often was: "Well, you're AA now, but what will you do when you get where AA isn't?" I was there, and one of the first tasks was to help people understand that I don't drink.

You know how it is: you are at a party—and everyone wants to entertain a newcomer. "What'll it be, Mr. Consul? Whiskey, gin—you name it." "I'll just have a soft drink." "Aw, no!" And so it goes at party after party.

One evening we were guests of the "social" leader of the local American community and, by reputation, its biggest gossip. On arrival, the usual question. But instead of the usual answer, I said to the hostess: "When you get a chance, I'd like a private word with you."

In five minutes she was back. "Come in here," she said, beckoning toward the dining room. "We can have some privacy."

"All I wanted to do," I said, "was to explain confidentially that I'm an alcoholic. Yes—an alcoholic," I emphasized, as her face reflected astonishment. "That simply means I can't drink alcohol. I wanted you to have the information so you would understand why I insist on a soft drink."

"Oh, I'm so glad you told me," she said.

"Just keep it confidential," I said with a smile.

As we continued our round of parties during successive weeks, I was never again asked what I would drink. Instead it was, "Have a Pepsi or a Coke, Mr. Consul?"

If you need assistance with an alcoholic problem, please feel free to call the Alcohol Awareness Program, (202) 632-1843 or (202) 632-8804. All inquiries are confidential. ■

Grievance Actions

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and USIA. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE *editorial staff.*

Board recommends tenure, repayments

G–003—The grievant complained that a performance evaluation report was biased and falsely prejudicial. He also alleged that he had been subjected to "ineffective, harassing, and hostile treatment" by his supervisor that caused his assignment at Post A to be broken. As a result, he suffered damage to his career by not obtaining tenure, and also incurred certain expenses from the abrupt departure from post.

He requested the following remedies: Removal of the evaluation report; promotion; extension of his uncommissioned appointment by two years, to compete for tenure; reimbursement of certain expenses connected with his son's education and costs of departure from post; and disciplinary action against his supervisor. Later, he requested that he be tenured.

The agency agreed to remove the contested evaluation report and stated it was taking steps to grant his claim for his son's education expenses. It denied an extension of time, reimbursement of claimed out-of-pocket expenses connected with his departure, and disciplinary action against his supervisor.

The board found the agency's transfer of the grievant from Post A resulted from untenable working conditions. It concluded that the agency's removal of the contested evaluation report was not a sufficient remedy for the career damage sustained by the grievant because it left a gap in his performance record, thereby leaving undocumented a period of service which was crucial at that stage of his career. The record indicated that, under normal circumstances, he would have completed the assignment with excellent performance ratings.

The board recommended tenure and directed the agency to pay certain expenses which it found to be properly reimbursable. Other requested remedies were denied. ☐

Assignment challenge is denied

008—The grievant alleged that his agency violated the assignments regulations when it posted another employee to a specialist position abroad for which he unsuccessfully competed. He asked that the agency assign him to the post upon completion of his present assignment.

The grievant spent several consecutive tours in Washington, due to a lack of overseas slots in his specialty. During this nearly decade-long period, he obtained two promotions.

The officer alleged that the assignment for which he was well qualified, and for which his lengthy Washington service entitled him to top priority consideration, was "worked out beforehand." He claimed further that his name was not included on the list of candidates submitted to the assignments panel of his agency.

The agency questioned whether the officer's grievance fell under the jurisdication of the grievance board, contending that assignments of Foreign Service employees are not grievable. The board pointed out that the officer alleged that the agency acted arbitrarily and in violation of regulations in the assignment process, allegations which clearly are under the jurisdiction of the board.

In addressing the grievant's claims, the board stated that length of Washington service did not in and of itself make that candidate the "best qualified" for the position he sought. There also was no evidence to persuade the board that the protested selection was made arbitrarily. Regarding the allegation that the position was assigned on the basis of improper "understandings" to another officer, the board noted the grievant's statement that the allegation was "based on speculation and rumor." The grievance was denied. ☐

Annuity overpayments must be repaid

R–003—A few years after this annuitant retired from the Foreign Service, he accepted two temporary appointments in two successive years to assignments abroad in his previous specialty. The statutory limitation placed on the combined salary from reemployment in federal service and the annuity permitted in any calendar year had been explained to him, and he was told of the need to maintain accurate records in this regard. Nevertheless, in each of the two years, he exceeded the salary/annuity limitation, and his agency acted to recover the overpayments. He repaid the first-year overage, but requested a waiver for the second year, contending that repayment would represent a heavy financial burden. The agency denied his request, and he appealed to the grievance board.

The board determined that the annuitant should have known at least in the second year, from previous experience, that he was approaching the combined limitation. By his own admission, his recordkeeping was less than accurate. Thus, the board decided that the annuitant failed to establish his right to a waiver, and it denied his request. ☐

Board not convinced of letter's worth

015—The grievant asserted that proposed action by his agency to separate him from the Service for excess time-in-class resulted from improper material in his performance file. He also claimed that his agency failed to forward his file to Promotion Board A for consideration; and a classified commendatory letter was not seen by Promotion Board A.

The agency agreed that his file had been reviewed only by Promotion Board B, not by Promotion Board A. Accordingly, it extended his time-in-class by one year. The agency denied the other parts of his grievance, whereupon he appealed to the Foreign Service Grievance Board.

The board noted that both his supervisor and the reviewing officer highly lauded his performance. It ruled that the material under contention cannot reasonably be construed as falsely prejudicial when seen in the context of the full evaluation report.

The board concluded that the remedy provided by the agency for not sending the grievant's file to Promotion Board A was appropriate and adequate.

While noting that under agency regulations classified documents are not to be contained in a performance folder, the board analyzed the document in question. It was not convinced that this letter added so significantly to what had already been described as a "superlative" performance, and to the supervisor's and reviewing officer's strong recommendations for promotion, that its presence in the grievant's file probably would have resulted in his promotion, as contended.

The agency notified the board while the appeal was under review that a declassified version of the letter had been prepared and would be made available for review by the next promotion board. The grievance was denied. ☐

Unlimited career status is ordered

030—The grievant complained that, although he had served almost three years in the competitive Civil Service—a period just short of giving him career tenure—and more than three years under the Foreign Service system of another foreign affairs agency, the agency misinterpreted and misapplied its regulations when it refused to offer him conversion to unlimited career status.

The board determined that the agency had been too narrow in its interpretations of the regulations as applied to this case. The agency was ordered to offer the grievant conversion to unlimited career status, retroactive to his date of hire. ☐

Risk was not his, board rules

058—This grievance concerns the agency's denial of a request for reimbursement of travel expenses, over the authorized education allowance, incurred because of an agency-ordered evacuation of dependents from the post at which the grievant was stationed. The agency agreed that the education allowance would not have been exceeded had the purchased excursion-fare tickets been used, and that the reason they were not used was the result of the evacuation order. However, the agency argued that the grievant was responsible for the budgeting of the authorized education allowance; that the use of excursion-fare tickets was his choice and at his risk; and that the financial loss he incurred when these tickets were not used was his responsibility, not the agency's.

The board agreed that in most circumstances the agency's argument would be an acceptable one, but that in this case the overage was caused by an action on the part of the agency, not the risk-taking of the grievant. The agency was directed to reimburse the grievant. ☐

He went on his own, so it's his tab

059—The grievant requested he be reimbursed the travel expenses he incurred on a trip he made abroad to attend a conference involving a project on which he had been

"Yeah, Ed! I tried jogging once. But when I heard it causes premature baldnesss, I quit!"

working. The board found the grievance without merit because the grievant made the trip without the agency's authorization. ☐

'Unlimited' leave is granted

017—The grievant, who was eligible to apply for the Senior Foreign Service (SFS) but elected not to convert, grieved when he was denied the accumulation of annual leave free of limitations by his agency. He maintained that, under Section 2101 of the Foreign Service Act of 1980, he should receive treatment similar to that accorded SFS members "for the purpose of salary, allowance and other matters . . ." Specifically, he contended that accumulation of leave without limitation was included under "other matters" in Section 2101.

The agency, in denying his grievance, asserted that "other matters" was restricted to pay-related items, and that Section 2312 of the act, which deals with accrued annual leave, mentions "only . . . a member of the Senior Foreign Service . . ." in discussing those not subject to leave limitation.

The board, observing that Section 2101 was more general than 2312, found it reasonable that Congress intended a broad rather than a narrow sweep with respect to the scope of included benefits in the 1980 act; Congress' intent was to provide for more than just pay when it included "other matters" in the text of Section 2101. It was the board's opinion that, had Congress wished to exclude this from the benefits to which a Foreign Service officer would be entitled, it would have done so.

Another factor in the board's decision was the agency's answer to the grievant's earlier query as to why he had been denied a step increase. The agency explained that he was ineligible for the step increase because he was considered a member of the SFS. However, he was not afforded the same status when the question of annual leave accumulation arose.

The board concluded that the agency had erred in denying the grievant's request for unlimited annual leave accumulation, and directed the agency to credit the grievant with accumulated annual leave without limitation, as though he had been converted to the SFS. ☐

Agency must pay this school boarding fee

065—When the agency deemed the public schools at the post were inadequate at all levels, the grievant found that the only adequate schooling available for his child was as a boarding student at a local private school. However, the agency refused to reimburse the grievant the education costs he claimed in excess of the authorized education allowance.

The board determined that the circumstances in the grievant's case warranted exceptional consideration, as provided in the regulations governing education allowances. The agency was ordered to reimburse the grievant the portion of his claim which covered the boarding costs. ■

on't understand it! When I went in to volunteer for the Caribbean Basin initiative, they kicked me out of the office!"

Post of the Month: Tel Aviv

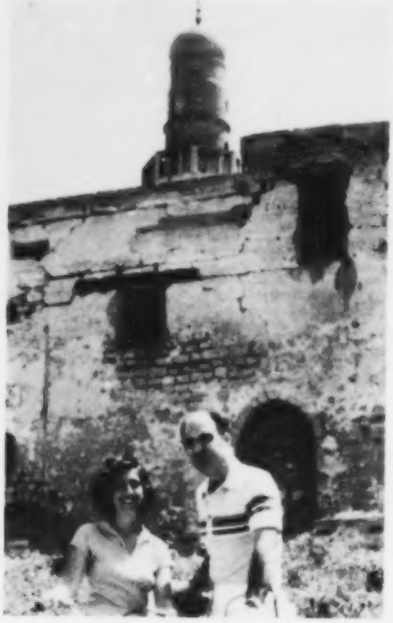
IT'S HOLIDAY GREETINGS from the Department's family in the ancient land of Israel—on the eastern shore of the Mediterranean Sea—which is where, for three of the world's major religions, it all began. This is another in the photographic series on life at our overseas posts. *(Photos by Karen Peterson, Tom Macklin, Robbie Hare, David Hughes)*

Anne Kazlaurich **of community liaison office, during a fire drill.**

Ambassador *Samuel Lewis* gets away from it all—he pursues a hobby he's developed over more than five years here. This dive is off Tiran Island, near Sharm-el-Sheik (formerly Ophira), at tip of Sinai peninsula. This photo was taken before territory was returned to Egypt recently.

On board catamaran on the Sea of Galilee, from left: *Tom Linville*, personnel section; *Al Persi*, agriculture; *Maria Linville*, secretary; *Margery Lemb*, staff aide; *Karen Peterson*, consular; *Jeff Deitreich*, press attache.

In back of embassy, with Jaffa and the Mediterranean in background, the runners are economic counselor *Richard Kazlaurich*, left (he jogs 15 kilometers every day to work), and science attache *Dennis Jett* (he's become one of Israel's top marathoners).



Harry and *Miriam Stein* near mosque in residential Herziliya Petuach.

Political secretary *Mary-Lou Puszczewicz* and economic secretary *Susan Swinner* on a hill in Jerusalem.

Jaffa explorers, from left: *Jim McDonald*, defense attache office; *Mina Goldberg* and *Patrick Brennan*, consular; *Tyrone Patrick*, Marines.

General services office staff, with the Mediterranean on their left and embassy building in background. Staff head *Ray Maison* is at front, left, with deputy *Gerry Jarrell* at rear, right.

En route to Tiberias, on the Sea of Galilee, at remains of a Turkish caravansary, dating to last century. From left: Counselor for consular affairs *Jim Hughes*, public affairs officer *Maury Lee*, political counselor *Paul Hare*, secretary *Karen Symanski*, political officer *Chris Symanski*, cultural affairs officer *Sally Grooms*. Nestled in arch, above, is *Caryl Hughes*.

Commercial counselor *Jay Graham* with wife, *Joyce*, and daughter, *Alison*, and their champion stallion, at one of the riding schools near Tel Aviv.

John Scott of political section backflips into one of the icy natural pools at Sakne parkland, a two-hour drive from Tel Aviv.

Jim Hughes, counselor for consular affairs, and his wife, *Caryl*, with their whippets and cocker spaniels. Note the dog trophies.

Ricky Kauzlarich at a Phoenician excavation site, near Apolonia. →

Colonel *Fred Raines* and *Helen Brown*, wife of deputy chief of mission William A. Brown, during rehearsal for a production of "Bus Stop."

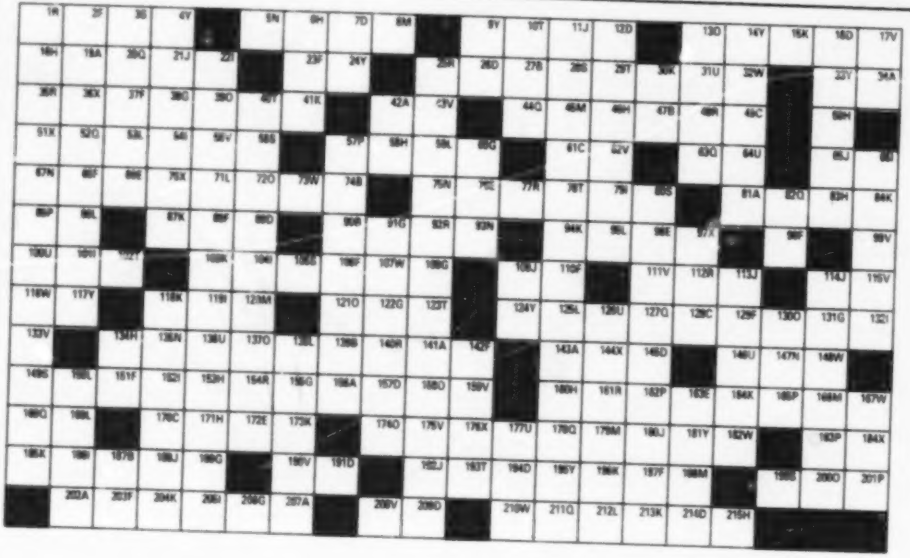
At charitable fundraising fashion show, at ambassador's residence, from left: *Sally Lewis, Tina Jeffries, Barbara Bailey.* Ms. Jeffries' husband works in defense attache office; Ms. Bailey teaches at the American school. ■

Diplo-Crostic No. 18

By Carol Becker
Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 17" appeared in the October issue; the solution was in the November STATE.)



DEFINITIONS	WORDS
A. "Set your ___ on things above, not on things on earth" (*Colossians II*)	143 81 202 19 207 156 42 34 141
B. "The drilled dull ___, forced down word by word" (Byron)	139 90 27 187 47 74
C. Brainchild	61 170 49 128
D. Pertaining to a fireproof metal box	194 7 209 26 145 89 214 191 16 157 12
E. "Sans teeth, sans eyes, sans ___, sans everything" (*As You Like It*)	76 172 69 96 163
F. Lyrics written for 1908 football game	203 110 129 23 2 197 151 98 37 68 166 142 88
G. She was sacrificed to Artemis to enable Greeks to sail for Troy	122 155 38 131 108 60 189 206 91
H. A coach of the Boston Celtics	46 215 18 58 160 171 153 134 50 83 6
I. Five coastal cities in S.W. England	152 104 119 66 79 186 101 132 205 54 22
J. "Here I stand, I cannot do ___" (Martin Luther epitaph)	188 21 180 65 192 114 109 11 113
K. Academy Award winning song of 1939	213 30 15 103 87 185 41 164 118 84 173 204 196 94
L. 6th Century legendary ruler	59 95 150 86 53 71 138 169 125 212
M. Weather the storm	198 8 120 45 179 166
N. "Some have greatness ___ upon them" (*Twelfth Night, II*)	5 147 135 67 75 93
O. Official JFK campaign song of 1960	130 72 174 200 121 158 13 39 137
P. He banters with the interlocutor	201 165 162 57 183 85
Q. Weaken	63 127 168 178 20 211 82 52 44
R. A naval student officer	1 140 25 92 112 154 48 35 77 161
S. Most weird	28 80 3 149 56 105 199
T. "I can again thy former light ___" (Othello, V)	29 193 123 78 10 40 102
U. "___ of money he gave promises" (Goldsmith, *Vicar of Wakefield*)	136 64 126 146 31 100 177
V. 44-gun U.S. frigate	99 175 43 133 190 17 62 55 111 115 208 159
W. Inhabitant of east central Vietnam	73 116 107 167 182 210 32 148
X. Narrow passes between mountains	144 176 70 184 97 36 51
Y. Uttered haltingly	33 195 181 9 124 24 14 4 117

American Diplomacy 1782

Incivility to the king

December 1782

By Jan K. Herman

THE SIGNING of the preliminary treaty of peace by the American commissioners, the last day of November, was a violation of instructions. Congress explicitly directed Adams, Laurens, Jay, and Franklin to act in concert with the French; yet it was not until the night before the signing that Franklin even notified Vergennes that a deal was in the offing.

There is little guilt over the indiscretion. What had already been proven time and again in this war is that instructions are useless when delivered months after they are formulated.

Franklin draws the unpleasant duty of explaining the new reality to the French foreign minister. Although Vergennes is justifiably indignant, he cannot help but admire Franklin's strategic coup. He goes as far as to admit that, had he been in the old diplomat's position, he might have acted similarly by putting his nation first. Nevertheless, Vergennes remarks that the premature action of the American commissioners "had not been particularly civil to the king." Franklin reminds him that the treaty remains invalid until a general peace is achieved by all the belligerents. One fact is vividly clear. The Americans have achieved all their objectives. The United States now has little interest in the war or negotiating to change the map of Europe, least of all deciding the ownership of Gibraltar.

(One of a series)

Franklin is in a delicate position. For months, Robert Livingston has been badgering him about another French loan. This seems the least appropriate time to pressure Vergennes. On the 5th, Franklin responds to Livingston, pointing out that French charity has its limits. "It is in vain for me to repeat again what I have so often written, and what I find taken so little notice of, that there are bounds to everything, and that the faculties of this nation are limited like those of all other nations."

As strained as his relations with Vergennes have become, Franklin nevertheless broaches the subject of an additional French loan on the 15th. A ship with a safe-conduct pass is about to leave for America, carrying a copy of the draft treaty. "I hoped I might have been able to send part of the aids we have asked, by this safe vessel. I beg that Your Excellency would at least inform me what expectations I may give in my letters. I fear the Congress will be reduced to despair when they find that nothing is yet obtained."

Vergennes, miffed by Franklin's audacity, scolds him. "You perfectly understand what is due propriety; you have all your life performed your duties. I pray you to consider how you propose to fulfill those which are due the king . . . When you shall be pleased to relieve my uncertainty I will entreat the king to enable me to answer your demands."

Franklin apologizes for the "indiscretion," adding to his letter one of the most brilliant lines of his diplomatic career. "The English, I just now learn, flatter themselves they have already divided us . . . I hope this little misunderstanding will therefore be kept a secret and that they will find themselves totally mistaken." Vergennes is suitably impressed. He grants the loan, but really has little choice. France needs America as long as there is the threat of further warfare.

In America, the violence has not yet been extinguished. Since Yorktown, 14 months ago, there have been no major battles. But there is no peace. Even as British and Continental troops continue to face each other in the New York City area, desultory raids by both sides threaten the stalemate. Late last month, Washington approved a plan hatched by Major Benjamin Tallmadge, his enterprising, young chief of intelligence. Tallmadge is to cross the Sound with a force of light infantry and dismounted cavalry, and cut off the King's American Dragoons, a Tory outfit operating on eastern Long Island. Bad weather foils the expedition but, on the 5th, Tallmadge's armed whaleboats trap three British boats on a small island off the Connecticut shore. After a brief firefight, the Americans capture two of the British craft, but not before a Continental officer is severely wounded. For a captain named Brewster, the war did not end at Yorktown. ■

Personnel: Civil Service

Promotions (October)

GG-11

Cohen, Moshe, Foreign Service Institute

GM-14

Fischel, Stephen K., Visa Services, Office of Legislation

GS-3

Miles, Marquita A., Office of the Comptroller, Financial Operations

Smith, Pamela A., Administrative and Clerical Pool

GS-4

Allen, Shirelle Y., Office of the Comptroller, Financial Operations, Data Input and Control Staff

Amouri, Michael G., Administrative and Clerical Pool

Anderson, Arleen Belinda, Bureau of Personnel, Office of Civil Service Career Development and Assignments

Driscoll, Sheena Renee, Office of the Comptroller, Financial Services

Easton, Darrel Jerome, Passport Services, Office of Program Support

Johnson, Sheila D., Bureau of Personnel, Office of Management

Lovelace, Kevin, Passport Services, Office of Program Support

Smith, Joyce Lavern, Consular Affairs

GS-5

Clark, Shelita A., Office of the Comptroller, Financial Operations, Comunications and Records Branch

Devaughn, Thelma T., Passport Operations

Herman, Daniel A., Executive Secretariat

Higgins, Debra Ann, Office of the Under Secretary for Management, Executive Office

Holmes, Eliana, Public Affairs, Office of Public Opinion Analysis

King, Nickie D., Diplomatic Pouch and Courier Operations

Kirby, Armenta V., Consular Affairs

Neill, James P., Bureau of Administration

Novak, Irene Rose, Public Affairs, Office of Public Communication, Special Projects Staff

O'Bryant, Tonia M., Passport Services, Office of Program Support

O'Keefe, Allison J., Office of Security, Foreign Operations Division

Rottier, Julia Marie, Operations Center

Schofield, Robin Greene, Bureau of Personnel, Office of Civil Service Career Development and Assignments

Ward, Charles D., Office of the Comptroller, Financial Operations

Wood, Amy J., Bureau of Personnel, Office of Employee Relations

GS-6

Dollins, Victoria Ann, Economic and Business Affairs, Office of International Communications Policy

Hamilton, Linda S., Inter-American Affairs

Helton, Kathleen L., Consular Affairs

Joseph, Cora, Foreign Affairs Information Management Center

Koritko, Kathleen A., Politico-Military Affairs

Robinson, Valerie F., Office of the Legal Adviser

Rolen, Dawn M., Office of the Under Secretary for Management, Executive Office

Shippe, Kathryn M., Management Operations

Turner, Willistine D., European Affairs

Vigil, Becky J.D., Office of Protocol

GS-7

Anderson, Cheryl R., Office of the Comptroller, Financial Operations

Bryant, Carole L., Oceans and International Environmental and Scientific Affairs

Fearson, Jo Ann, Foreign Buildings Office

Heitkotter, Karen Rae, Bureau of Administration

Hinson, William J., Office of the Comptroller, Financial Operations, Special Accounts and Collections Branch

Keck, Rhonda D., Office of the Under Secretary for Management, Executive Office

Lawrence, Valinda J.P., Office of the Legal Adviser, Treaty Affairs

Lotz, Sharon Ruth, Foreign Affairs Information Management Center, General Editing Section

Marshall, Gloria R., Office of Security, U.S. Mission to the UN Staff Field Office

McKee, Kendra L., Bureau of Administration

Miller, Jeffrey D., Consular Affairs

Miller, Patricia A., Economic and Business Affairs, Office of Developmental Finance

Miller, Steven A., Public Affairs, Office of Public Communication, Special Projects Staff

Roberts, Melvern V., Consular Affairs

Scheets, Susan M., International Organization Affairs, Office for Policy Management

Smith, Patricia T., Bureau of Personnel, Office of Management, Operating Systems Division

Walker, Sheila K., Inter-American Affairs

GS-8

Parnham, Ann, Oceans and International Environmental and Scientific Affairs, Office of Energy Technology Cooperation

Woolston, Charlotte A., Bureau of Administration, Office of Overseas Schools

GS-9

Booth, Georgia S., Office of Protocol

Landis, Carol S., Human Rights and Humanitarian Affairs, Office of Human Rights

Oplinger, Betty Lou L., Human Rights and Humanitarian Affairs

Truesdale, Carol A., Oceans and International Environmental and Scientific Affairs, Office of Environment, Health and Natural Resources

GS-10

Ulmer, Sandra Y., Office of the Under Secretary for Political Affairs

GS-11

Armstrong, Samuel, Passport Agency, Houston

Kaplan, Edward, Passport Agency, Stamford

Meehan, Sheila M., Passport Agency, Philadelphia

Morgan, Dorothy T., Passport Agency, Miami

Probst, Sheila, Office of the Under Secretary for Management

Sloan, Helen A., Passport Agency, Seattle

GS-12

Becker, Carol Ann, Public Affairs, Office of the Historian

Bevins, Randall James, Passport Services

Friedrichs, Irene E., Oceans and International Environmental and Scientific Affairs, Office of Environment and Health

Levitt, Geoffrey M., Office of the Assistant Legal Adviser for European Affairs

Murray, James C., Passport Operations

GS-13

Bolten, Joshua B., Office of the Assistant Legal Adviser for Inter-American Affairs

Jacobson, Julia, International Organization Affairs, Office of Communications and UNESCO Affairs

GS-14

Lowengart, Carolyn S., Management Operations

McLaughlin, John A., International Narcotics Matters

Promotions (November)

GG-9

Kawamoto, Sayoko O., Foreign Service Institute

GM-13

Ayres, Ronald G., Passport Agency, Chicago

Johnson, Willie, Office of Communications

GM-14

Connolly, Frank A., Allowances Staff

GM–15

Mayo, Howard W., Information Systems Office, Systems Design and Programming Division

GS–3

Carroll, Faye T., Visa Services, Office of Public and Diplomatic Liaison

Conward, Linda S., Office of the Comptroller, Financial Operations Division

Harried, Gary Phillip, Passport Services, Office of Program Support

Madison, Cecilia Francine, Passport Services, Office of Program Support

Roberts, Loretta A., Bureau of Personnel, Retirement Division

GS–4

Adams, Lisa B., Bureau of Personnel, Board of Examiners for the Foreign Service, Testing and Assessment Center

Bobbitt, Lorraine, Foreign Affairs Information Management Center

Kinney, Joyce Roymane, Economic and Business Affairs

Thomas, Jerry Leonard, Consular Affairs

GS–5

Clark, Debra, Foreign Buildings Office

Harrison, Janet Lee, Foreign Service Institute

Miller, Annette Dorothy, Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs

Moore, Michele T., Office of Security, Evaluations Division

Shankle, Susan C., Operations Center

Thompson, Kristin D., Bureau of Personnel, Office of Civil Service Career Development and Assignments

Walker, Myrtice, Passport Services, Office of Program Support

GS–6

Betleski, Clinton A., European Affairs

Brown, Jr., Carlton Joe, Office of the Comptroller, Financial Operations Division

Coffman, Suzanne Elizabeth, Public Affairs, Office of the Historian

Howard, Elizabeth A., Office of Overseas Schools

Jackson, Pauline, Intelligence and Research, Office of Politico-Military Analysis, Strategic Forces Division

Kiuru, Aili M., Inter-American Affairs, Office of Regional Economic Policy

Melcher, Margaret Monroe, Foreign Service Institute

Young, Valria C., Economic and Business Affairs, Aviation Programs and Policy Division

GS–7

Bilbo, Janet L., Intelligence and Research

Bradley, Jeanne Libera, Bureau of Personnel, Office of Civil Service Career Development and Assignments

Kulesza, Stephen George, Office of Communications

MacMillin, Katherine Ann, Bureau of Personnel, Office of Recruitment, Examination and Employment

Taylor, Curtis H., Office of the Secretary, Information Management Section

Turpin, Leigh, Economic and Business Affairs, General Commercial Policy Division

Williams, Phyllis M., Western European Affairs

GS–8

Evans, Dorothy B., Office of the Secretary, Policy Planning Staff

Jerew, Christine L., Economic and Business Affairs, Office of Maritime Affairs

Moeller, Patricia A., Economic and Business Affairs, Office of International Commodities

Noonan, Denis P., Inter-American Affairs

Schmid, Patricia A., European Affairs

GS–9

Barrett, Ann Mary, Passport Operations, Evaluations and Standards Division

Davis, Angela M., Foreign Affairs Information Management Center, Telecommunications Indexing Branch

Denny, Elsie Janice, Office of the Legal Adviser

Dubose, Lynn C., Foreign Affairs Information Management Center

Flournoy, Arthur W., Office of Communications

Greene, Regina Ann, Passport Agency, Washington

Hamlin, Rebecca C., Passport Agency, Washington

Jackson, Sheila J., Bureau of Personnel, Office of Management, Reports Branch

Legg, Frances B., Congressional Relations

Lumsden, Susan L., Bureau of Personnel, Records Management and Research Division

Pappas, Jr., Daniel J., Passport Operations, Evaluations and Standards Division

Reynolds, Mary J., Office of the Legal Adviser

Smith, Jacqueline R., Bureau of Personnel, Office of Performance Evaluation

Tevlowitz, Steven Mark, Foreign Affairs Information Management Center

Vanderlyke, Joan L., Office of the Legal Adviser

GS–11

Blumenthal, Sylvia B., Intelligence and Research, Office of Intelligence Coordination

Goldberg, Robert, Intelligence and Research, Office of Analysis for Northeast Asia

Harris, Kenneth J., Office of the Comptroller, Budget and Planning, Resource Management and Evaluation

Kim, Elena Patricia, International Narcotics Matters

Natale, Richard J., Office of Supply, Transportation and Procurement

Shelton, James C., Office of Communications

Sommers, Mary Zetta, Passport Agency, New Orleans

GS–12

Elliott, Richard S., Office of the Assistant Legal Adviser for Economic and Business Affairs

Hart, Rosemarie B., Bureau of Personnel, Office of Employee Relations

Lange II, John Edward, Office of the Assistant Legal Adviser for African Affairs

Snell, Louise K., Visa Operations, Office of Public and Diplomatic Liaison

GS–13

Asher, Steven E., Office of the Assistant Legal Adviser for Oceans and International Environmental and Scientific Affairs.

Danaher, Michael J., Office of the Assistant Legal Adviser for Oceans and International Environmental and Scientific Affairs

Hamilton, Perry C., Office of the Under Secretary for Management, Executive Office

Lepage, Geraldine R., African Affairs, Public Affairs Staff

Saridakis, Anthony A., Visa Operations

West, Robert R., Bureau of Personnel, Employee Relations, Foreign Service Nationals Division

Yanagida, Joy A., Office of the Assistant Legal Adviser for Economic and Business Affairs

GS–14

Beers, R. Rand, Politico-Military Affairs

Caha, Jean E., Information Systems Office, Systems Design and Programming Division

Schwartz, Jonathan B., Office of the Legal Adviser

Appointments (October)

Alexander, Donna Smith, Passport Services, Office of Program Support

Amer, Dawn Dodge, International Organization Affairs

Billiot, Louise Ann, Passport Agency, New Orleans

Browning, Robert S., Despatch Agency, Baltimore

Burke, Robin L., Office of Security, Command Center

Busuttil, James J., Office of the Assistant Legal Adviser for Law Enforcement and Intelligence

Cahill, John F., Oceans and International Environmental and Scientific Affairs

Childress, Melanie Denise, Passport Agency, Houston

Cicio, Kristen Karol, Politico-Military Affairs

Dalton, Bryan W., Intelligence and Research, Trade, Investments and Payments Division

Doneker, Kimberly Grove, Passport Agency, Philadelphia

Edmond, Lester E., Classification/Declassification Center

Edson, Gary R., Office of the Deputy Secretary of State

Edwards, William Thomas, Diplomatic Pouch and Courier Operations Division

Epps, Yvette Davis, International Organization Affairs

Evon, Ramon A., Office of Comptroller,Financial Operations

Fielder, Kathleen Joanne, Near Eastern and South Asian Affairs

Garland, Barbara Ann, Office of Supply, Transportation and Procurement

Globe, Joseph W., Office of Supply, Transportation and Procurement

Granados, Luis F., Passport Agency, Los Angeles

Guthridge, Ruth E., Foreign Service Institute

Hanley, Ralph K., Diplomatic Pouch and Courier Operations Division

Headley, Debra A., Foreign Service Institute

Hester, Francis J., Bureau of Administration

Hicks, Jutta B., Foreign Service Institute

Hughes, Keith M., Economic and Business Affairs

Johnson, Ermine Milton, Office of Facilities Management and Administrative Services, Technical Branch

Klay, William Donald, Inter-American Affairs, Office of Regional Economic Policy

Lunsford, Derek Sean, Foreign Buildings Office

Mullen, Bernard Alan, Office of Communications

Payne, Kevin James, Passport Services, Office of Program Support

Piasecki, Angret M.E., West African Affairs

Price, Brenda Slaughter, Office of the Comptroller, Financial Operations, Retirement Accounts Division

Rowe, John B., Office of Communications

Salter, Marshall A., U.S. Mission to the United Nations

Schneider, Jr., William, Office of the Under Secretary for Security Assistance and Technology

Shields III, Daniel L., Intelligence and Research, Trade, Investments and Payments Division

Valentine, Christina R., Office of the Deputy Secretary of State

Vore, Eric Charles, Intelligence and Research, Office of Intelligence Support, Security Branch

Weathers, Kamala, Office of Security, Document Information Systems

White, Jacqueline M., Passport Agency, Chicago

Reassignments (October)

Boright, John Philips, Oceans and International Environmental and Scientific Affairs, Office of Energy Technology Cooperation to Paris

Brown, Anita A., Economic and Business Affairs to European Affairs, Office of Security and Political Affairs

Clark, M. Vestena, Foreign Affairs Information Management Center, Printing Services to Foreign Affairs Information Management Center, Evening Shift

Crowley, James D., Intelligence and Research to Visa Services

Dubose, Calvin E., Foreign Affairs Information Management Center, Evening Shift to Foreign Affairs Information Management Center, Printing Services

Garczynski, Casimir L., Bureau of Personnel, Office of Position and Pay Management to European Affairs

Harrison, Diane, Bureau of Personnel, Human Resources Division to Office of Supply, Transportation and Procurement

Hayden, Theresa A., Office of Security, Evaluations Division to International Organization Affairs, Office of International Economic Policy

Imburg, Elizabeth L., Office of Security, Washington Field Office to Western European Affairs

Jackson, Leslie Fay, Administrative and Clerical Pool to Foreign Service Institute

Johnson, Cozetta D., Office of the Legal Adviser to Executive Secretariat

Johnson, Sharon T.Q., Andean Affairs to Near Eastern and South Asian Affairs, Office of Bhutan, India, Maldives, Nepal, Sri Lanka

Jordan, Marcia J., Office of the Counselor to Office of the Under Secretary for Security Assistance, Science and Technology

Knecht, Peter A., Public Affairs, Office of Public Communication to Public Affairs, Office of Public Opinion Analysis

Lively, Elizabeth G., Foreign Service Institute to Intelligence and Research

Lopez, Lourdes, Office of the Under Secretary for Security Assistance, Science and Technology to Office of the Counselor

Lynch, Janet E., Human Rights and Humanitarian Affairs to European Affairs

McKinney, Gloria T., Passport Agency, San Francisco to Passport Agency, Washington

Minor, Antoinette S., Central American Affairs to Office of Citizens Consular Services, Citizens Emergency Center

Pelon, Amelia Terry, Economic and Business Affairs to Office of the Under Secretary for Political Affairs

Roberts, Loretta A., Administrative and Clerical Pool to Bureau of Personnel, Retirement Division

Russell, Susan C., Administrative and Clerical Pool to Bureau of Personnel, General Recruitment Branch

Silva, John Christian, Information Systems Office, Systems Design and Programming Division to Bureau of Personnel, Office of Management

Smith, Pamela A., Administrative and Clerical Pool to Office of Citizens Consular Services, Citizens Emergency Center

Watkins, Ruby Thomas, Administrative and Clerical Pool to Bureau of Personnel, Office of Recruitment, Examination and Employment

Woggon, Judith A., Administrative and Clerical Pool to Intelligence and Research

Reassignments (November)

Amouri, Michael G., Administrative and Clerical Pool to Economic and Business Affairs, Industrial and Strategic Materials Division

Artis, Ella L., Passport Agency, Washington to Office of Overseas Schools

Bishton, Michael P., Passport Operations to Passport Agency, Washington

Blake, Judith M., Politico-Military Affairs to Soviet Affairs

Brown, Renee, Administrative and Clerical Pool to Bureau of Personnel, Office of Position and Pay Management

Byrnes, Robert S., Office of the Comptroller to Office of the Comptroller, Budget and Planning

Dockery, Sharon R., Foreign Service Institute to Office of the Assistant Legal Adviser for Economic and Business Affairs

Durham, Sylvia M., Passport Agency, Washington to Visa Operations

Fuchs, Lydia E., Classification / Declassification Center to Bureau of Administration, Personnel Management Division

Headspeth, Alvin M., Bureau of Personnel, Office of Records Management and Research to Bureau of Personnel, Office of Management

Janowitz, Lori N., Administrative and Clerical Pool to Bureau of Personnel Office of Recruitment, Examination and Employment, Administrative Support Staff

Jones, Debbie Ann, International Joint Commission to Politico-Military Affairs

Lira, Joelle M., Oceans and International Environmental and Scientific Affairs to Office of Israeli and Arab-Israeli Affairs

Mahler, Lois E., Office of the Ambassador at Large to Management Operations

McLeod, Mary Elizabeth, Office of the Assistant Legal Adviser for Oceans and International Environmental and Scientific Affairs to Office of the Assistant Legal Adviser for Near Eastern and South Asian Affairs

Milne, Kathleen B., Office of Israeli and Arab-Israeli Affairs to Office of the Secretary

Mullaney, Shawn T., European Affairs, Office of Organization for Economic Cooperation and Development, European Community and Atlantic Political Economic Affairs to Northern European Affairs

Pressley, Antoinette M., Administrative and Clerical Pool to Foreign Buildings Office

Russell, Susan C., Office of Recruitment, Examination and Employment to Foreign Affairs Information Management Center

Simpson, Roger A., Office of the Comptroller, Budget and Planning to European Affairs

Smith, Pamela, Oceans and International Environmental and Scientific Affairs, Policy Assessments Staff to Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs

Thomas, Patricia, Bureau of Administration, Personnel Management Division to Bureau of Personnel, Office of Performance Evaluation

Thomas, Sherlinda D., Administrative and Clerical Pool to Public Affairs, Office of Public Communication

Thomas, Tanya M., Office of the Comptroller, Financial Operations to Office of Overseas Schools

Tunney, Regina E., Bureau of Personnel, Office of Foreign Service Career Development and Assignments, Junior Officer Division to European Affairs, Office of Security and Political Affairs

Williams, Regina, Foreign Affairs Information Management Center, Publishing Services to Office of Supply, Transportation and Procurement

Woody, Jennifer M., Bureau of Personnel, Office of Foreign Service Career Development and Assignments to International Organization Affairs, Office of International Conferences

Yanagida, Joy A., Office of the Assistant Legal Adviser for Economic and Business Affairs to Office of the Assistant Legal Adviser for Oceans and International Environmental and Scientific Affairs

Resignations (October)

Alhambra, Christopher C., Bureau of Personnel, Office of Management

Atwood, J. Brian, Foreign Service Institute

Ball, David, Visa Services, Office of Public and Diplomatic Liaison, Written Inquiries Division

Bazin, Charisse William, Consular Affairs

Beddow, Jeffrey W., Foreign Service Institute

Berrett, Robin Marie, Consular Affairs

Blakely, Shaun E., Information Systems Office, Systems Design and Programming Division

Bombassei, Debbie D., Passport Agency, Los Angeles

Booth, Beth Lauree, Passport Agency, Honolulu

Brenner, Marcelle R., Bureau of Personnel, Office of Management

Brown, Jamella F., African Affairs

Brunelle, Stephen A., Foreign Affairs Information Management Center

Bryant, Penelope Lucinda R., Passport Services, Office of Program Support

Buttimer, Kara M., Passport Services

Cahan, Benjamin Zev, Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts Division

Campbell, Jeannette M., Visa Services, Office of Public and Diplomatic Liaison, Written Inquiries Division

Caplan, Andrew M., Passport Services, Office of Program Support

Clemons, Jacqueline Marie, Bureau of Personnel, Office of Management

Coates, Leon D., Passport Agency, Washington

Cohen, Marian E., Information Systems Office, Systems Design and Programming Division

Collins, Thomas S., Bureau of Administration, Personnel Management Division

Cook, Tracy K., Politico-Military Affairs

Cook, Wilson K., Bureau of Personnel, Office of Management

Cooper, Derrick James, Passport Agency, New York

Cote, Norma Jean, Foreign Service Institute

Couture, Margaret A., Office of the Legal Adviser

Curran, Sally Dean, Passport Agency, Washington

Curtis, Celia D., Bureau of Personnel

Davis, Sheila B., Bureau of Personnel

Deans, Gregory Jerrell, Bureau of Personnel, Office of Management

Desmarias, Denise M., African Affairs

Dewitt, Diane Elizabeth, Foreign Buildings Office

Dippel, Mary H., Executive Secretariat

Drury, Brian Christopher, Passport Services, Office of Program Support

Evans, Lois L., Office of Protocol

Farrow, Leroy N., International Organization Affairs

Fite, Michael Quentin, Bureau of Personnel, Office of Management

Fitzpatrick, Mary E., Information Systems Office, Systems Design and Programming Division

Fleck, Benjamin A., Classification/Declassification Center

Fleck, Cheryl K., Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts Division

Ford, Regina Mae, Bureau of Personnel, Office of Management

Frangieh, Bassam, Foreign Service Institute

Frazier, Rogers, Passport Agency, Chicago

Gavin III, Charles T., Passport Services, Office of Program Support

Glazer, David B., Management Operations

Goodby, Sarah Walcott, Foreign Affairs Information Management Center

Goodman, Daniel J., Office of Communications, Communications Planning and Engineering Division

Happe, Giuseppina M., Foreign Service Institute

Herbert, Cheryl R., Public Affairs, Office of Public Opinion Analysis

Hickey, Robert Scott, Passport Agency, Boston

Hockaday, Magaret Ann, Passport Agency, New York

Hodell, Evelyn Faye, European Affairs

Hoffman, Patricia Grace, Passport Agency, Washington

Huck, Terri Joy, European Affairs

Hughes, Iantha Rose, Passport Operations

Huntley, Barbara Drew, Office of Facilities Management and Administrative Services

Jackson, Lorraine P., Bureau of Personnel, Office of Management

Jackson, Elaine Denise, Passport Agency, Boston

Jackson, Franklin David, Bureau of Personnel, Office of Management

Jackson, Roderick E., Bureau of Personnel, Office of Management

Jackson, Valerie R., Bureau of Personnel

Johnson, Cynthia Marie, Passport Agency, Washington

Johnson, Regina M., Passport Agency, New York

Jones, Evelyn D., Passport Agency, Houston

Jones, Phillip L., Passport Agency, Los Angeles

Katz, Mark N., Intelligence and Research, Soviet Foreign Political Division

Kiep, Geraldine Marie, Office of the Legal Adviser

Kinney, Michael L., Passport Agency, San Francisco

Kobata, George H., Passport Agency, Seattle

Lackey, Katherine C., Office of Supply, Transportation and Procurement

Lauzier, Jeanne R., European Affairs

Lawrence, David W., Passport Services, Office of Program Support

Lawrence, Tammy L., International Organization Affairs
Lindstrom, Cynthia L., Bureau of Personnel
Lockett, Beverly Arlene, Passport Agency, Houston
Mackenzie, Scott B., International Organization Affairs, Office of UN System Budgets
Manning, Linda M., Foreign Service Institute
Minter, Rochelle Renee, Bureau of Personnel
Mitchell, Philip Davis, Bureau of Personnel, Office of Management
Morita, Susan, Bureau of Personnel, Office of Management
Moynihan, Sharon Rose, Passport Agency, Boston
Nance, Deborah A., Bureau of Personnel, Office of Management
Nappo, Jean M., International Organization Affairs
Padgett, Mary K., Passport Services, Office of Program Support
Page, Karol Gay, Bureau of Personnel, Office of Management
Penick, Robin S., Office of Security, Document Information Systems
Rabayda, Michelle R., Bureau of Personnel
Riordan, Anne Marie, International Organization Affairs
Rizek, Karen L., Office of Protocol
Roach, Dianna L., Passport Agency, Seattle
Robinson, Gwendolyn S., Passport Agency, New Orleans
Saccone, Nancy M., Passport Agency, Boston
Sapp, Brenda Lynn, Information Systems Office
Sauve, Phyllis C., Passport Agency, Seattle
Scott, Cristy Lee, Foreign Affairs Information Management Center
Scudder, Diana Elizabeth, Passport Agency, Washington
Shafer, Valerie J., Intelligence and Research
Shamp, Anne L., Operations Center
Sheridan, Michael Hugh, Consular Affairs
Small, Yolanda M., Passport Agency, Miami
Snow, Kathleen E., Bureau of Personnel
Sorbello, Marie E., Public Affairs
Spirides, Catherine Esme, Passport Agency, Washington
Stasko, Yetta S., Passport Agency, Seattle
Stern, Kenneth Paul, Information Systems Office, Systems Design and Programming Division
Sussman, Randi M., Executive Secretariat
Swankowski, Steve T., Office of Citizens Consular Services, Citizens Emergency Center
Szabo, Stephen F., Foreign Service Institute
Tanner, Laura E., Office of Supply, Transportation and Procurement
Taylor, Mark Blair, Executive Secretariat
Torrey, Ellen J., European Affairs
Tosca, Eric P., Passport Agency, New York
Trask, Julianne Lee, Visa Services, Office of Public and Diplomatic Liaison, Written Inquiries Division
Velott, Gregory Alan, Information Systems Office, Systems Design and Programming Division
Wang, Caroline, Bureau of Personnel, Office of Management
Watson, III, Burlen Thomas, Consular Affairs
Watson, Michael A., Bureau of Personnel, Office of Management
Wegener, Robert Walter, Office of Supply, Transportation and Procurement
Weirick, Leslie Ann, Office of the Legal Adviser
Williams, Ernestina F., Foreign Service Institute
Williams, John P., Diplomatic Pouch and Courier Operations Division
Willner, Carl, Office of the Legal Adviser
Wood, Marilyn Kay, Passport Agency, Seattle
Yurak, Charles A., Passport Agency, New York
Zimmermann, Robert Walter, Classification/Declassification Center

Resignations (November)

Abdel-Rehim, Janet Anne, Passport Agency, Boston
Albamonte, Elena M., Public Affairs, Office of Public Communications
Alexander, Laura Ann, Office of Citizens Consular Services
Andrews, Paulette, Passport Agency, New York City
Baer, Christa Marie, Office of Facilities Management and Administrative Services
Baer, Diane L., Bureau of Personnel
Balderas, Christine, Bureau of Personnel, Office of Management
Balton, Rhonda A., Near Eastern and South Asian Affairs
Barber, Nancy A., Office of the Curator, Diplomatic Reception Rooms
Baugham, Cheryl D., Office of Medical Services
Bennett, Bruce L., Bureau of Personnel, Office of Management
Bickel, Susan J., Office of Communications
Billingsley, Stephen Alan, Passport Agency, Seattle
Biniaz, Susan, Office of the Legal Adviser
Blake, Robert A., Office of Medical Services
Blandford, Kristin A., East Asian and Pacific Affairs
Bokow, David F., Office of the Legal Adviser
Bolka, Kim A., Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts Division
Bourke III, Joseph A., Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts Division
Boyd, Janice M., Office of Small and Disadvantaged Business Utilization
Bracey, Glynnis A., Bureau of Personnel
Brager, Stephen Merz, Despatch Agency, Baltimore
Bricker, Diane B., Oceans and International Environmental and Scientific Affairs
Brown, Leslie Renee, Office of the Under Secretary for Management, Executive Office
Brown, Martha F., Office of Overseas Schools
Bryant, Kirk Stewart, Bureau of Personnel, Office of Management
Bryars, Gretchen Diane, Passport Agency, Los Angeles
Buchanan, Jr., Ivens, Foreign Affairs Information Management Center
Buckley, Sue Ann, Office of the Under Secretary for Management, Executive Office
Bumgardner, Randell David, International Narcotics Matters
Cabungcal, Alicia Kameya, Bureau of Personnel, Office of Management
Caldwell, Victoria Burke, Office of Supply, Transportation and Procurement
Callahan, Margaret F., Passport Agency, New York City
Camber, Rachel Ann, Passport Agency, Miami
Carlton, Jr., Emmitt Hurley, Bureau of Personnel, Office of Management
Caster, Sandra Lynn, Office of Supply, Transportation and Procurement
Chance, Joyce L., Office of Communications
Chao, Freda, Foreign Service Institute
Chapman, Katherine D., Bureau of Personnel, Office of Management
Childears, Dianne Sue, International Organization Affairs
Cohen, Fran Elizabeth, East Asian and Pacific Affairs
Cohen, Leslie, Management Operations
Colwell, Timothy J., Foreign Service Institute
Conlin, Patrice N., Passport Agency, Los Angeles
Cook, Stephen Fletcher, Office of the Legal Adviser
Cox, Pamela Michelle, Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts Division
Cox, Thomaseena A., Office of Security
Creighton, Denise A., Office of Security, Technical Services Division
Crichlow, Rachel Naomi, Passport Services, Office of Program Support
Culhane, Curtis C., Foreign Service Institute
Cunningham, Joan T., Passport Agency, Philadelphia
Curtis, Mary Jane Theresa, Passport Agency, Los Angeles
Dancy, Michelle, East Asian and Pacific Affairs
Danz, Caryn B., East Asian and Pacific Affairs
Davila, Lola, Passport Agency, Philadelphia

Davis, Shirelle Denise, Passport Agency, Los Angeles

Dichter, Dianne A., Passport Agency, Philadelphia

Ditanna, Thomas L., Information Systems Office, Systems Design and Programming Division

Dobbs, Kathryn A., International Organization Affairs, Office of Communications and UNESCO Affairs

Donnell, Kathryn R., Office of Protocol

Dunlap, Julie Ann, Refugee Programs

Dunne, James T., Despatch Agency, San Francisco

Eagan, Catherine Margaret, Passport Agency, Boston

Easley, Shirley Ann, Visa Services, Office of Public and Diplomatic Liaison

Ellis, Steve Cochran, Office of Supply, Transportation and Procurement

Elow, Darryl Anthony, Passport Agency, Boston

Evers, Stephanie D., Office of Medical Services

Felder, Corlis B., Oceans and International Environmental and Scientific Affairs

Ferguson, Herbert D., European Affairs

Fischer, Diane L., Near Eastern and South Asian Affairs

Fisher, Angela Irene, Visa Operations

Fleming, Edith Michele, Near Eastern and South Asian Affairs

Foggie, Carol Ann, Office of Facilities Management and Administrative Services, Visual Services Division

Frayne, Sylvia J., Bureau of Personnel

Friedman, Sora Henny, Despatch Agency, Baltimore

Fuller, Laura L., Public Affairs, Office of Public Programs

Garcia, Kelley Rae, Executive Secretariat

Gashi, Maryann E., Office of the Legal Adviser

Gerstung, Warren C., Passport Agency, Los Angeles

Gerwig, Kim Leigh, Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts Division

Gild, Mimi Emma, Office of Citizens Consular Services

Goodwin, Laura K., Office of Supply, Transportation and Procurement

Grant, James C., Intelligence and Research

Grassle, John Joseph, East Asian and Pacific Affairs

Grey, Anne-Marie K., Inter-American Affairs

Gross, Kathy J., European Affairs

Guida, Regina Angela, Consular Affairs

Gumenuk, Daniel P., Near Eastern and South Asian Affairs

Gunn, Ann Marie, Office of Communications

Hager, Hillary, Despatch Agency, New York City

Hager, Sheryl, Despatch Agency, New York

Harris, Ann Coreen, Inter-American Affairs

Hebenstreit, Maria Luisa, Office of Supply, Transportation and Procurement

Hellwig, Cynthia A., International Narcotics Matters

Hemaidan, Leila S., Diplomatic Pouch and Courier Operations Division

Herbert, Denise E., Near Eastern and South Asian Affairs

Hewes-Manapol, Kenneth F., Inter-American Affairs

Hicks, Colette M., Bureau of Personnel

Hiser, Kenneth R., Near Eastern and South Asian Affairs

Hoes, Laurie Cecile, Bureau of Personnel, Office of Management

Holmes, Gale C., Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts Division

Hopkins, Kim, Passport Agency, Chicago

Hopkins, Lori Jean, Near Eastern and South Asian Affairs

Hughes, Charles A., Passport Agency, Boston

Hughes, Merrell Lemuel D., Office of Supply, Transportation and Procurement

Hummon, Marc Spencer, Bureau of Personnel, Office of Management

Interrante, John G., Office of Security, Foreign Operations

Ishee, Jeanette C., Allowances Staff

Jackson, Derrick Thomas, Bureau of Personnel, Office of Management

Johnson, Rosie J., Information Systems Office

Johnson, Sandra Lynn, Passport Agency, Los Angeles

Johnson, Timothy Russell, Office of Facilities Management and Administrative Services

Jones III, George Fleming, Inter-American Affairs

Jones, Ena Yvette, Passport Agency, Los Angeles

Juhans, Renee N., Information Systems Office

Kelly, Colleen Margaret, Economic and Business Affairs

Kenney, Beth T., Office of Communications

Kidrick, Angela, Visa Operations

Kimmel, Stephen C., Near Eastern and South Asian Affairs

Kister, Elizabeth J., Classification / Declassification Center

Knepper, Christopher S., Information Systems Office, Systems Design and Programming Division

Knorr, Suzann Lee, Visa Services, Office of Public and Diplomatic Liaison, Written Inquiries Division

Koffman, Boyd M., East Asian and Pacific Affairs

Lakhdhir, David K., Office of the Legal Adviser

Larson, Mary Katherine, Inter-American Affairs

Lauderdale, Teresa J., Executive Secretariat

Leaphart, John Russell, Inter-American Affairs

Leathem, Paul, Executive Secretariat

Lee, Michael Quentin, Foreign Affairs Information Management Center

Leonard, Shirley L., Intelligence and Research, Office of Analysis for Near East and South Asia

Lewotsky, Kristin Louise, Despatch Agency, San Francisco

Long, Patricia E., Passport Agency, Los Angeles

Lucas, Rhett R., Office of Medical Services

Maness, Carla Rose, Inter-American Affairs

Marshall, Doris D., Office of Security

Matos, Nelson, Passport Agency, New York City

McDermott, Catherine M., Office of Security, General Investigations Branch

McGowan, Janice M., Family Liaison Office

McManus, Patrick J., Office of Medical Services

McKinley, Marissa Nicole, Oceans and International Environmental and Scientific Affairs

McMahon, Kathryn A., Near Eastern and South Asian Affairs

McMillian, Cortillie Renee, Passport Agency, Seattle

Meyerson, Christopher C., Inter-American Affairs

Milton, Michele Edith, Passport Agency, New York City

Morrison, Carlton E., Diplomatic Pouch and Courier Operations Division

Morrissey, John Francis, Visa Services

Morrow, Christina Noelle, Consular Affairs

Morsches, Kristen, Oceans and International Environmental and Scientific Affairs

Morse, John Edward, Passport Agency, Washington

Mosley, Russell Dwayne, Passport Agency, New York

Mosley, Valerie Ann, Bureau of Personnel, Office of Management

Naranjo, Marcia Yolanda, Office of Citizens Consular Services

Ness, David Garner, Information Systems Office, Systems Design and Programming Division

O'Brian, Carol Ann, Foreign Service Institute

Orenstein, May S., Office of the Legal Adviser

Owens, Adrienne Marie, East Asian and Pacific Affairs

Palcic, Thomas A., Refugee Programs

Paxton, Michael D., Diplomatic Pouch and Courier Operations Division

Percy, Mark Charles, Refugee Programs

Peterson, Eric Martin, East Asian and Pacific Affairs

Phippard, Melanie Ann, East Asian and Pacific Affairs

Pillsbury, Carol Jane, Office of Information Systems Security

Pina, Jeannette C., Bureau of Personnel, Office of Management

Pitts, Audrey Denise, Passport Agency, New York City

Pitts, Muriel Arleen, Passport Agency, New York City

Plon, Ruth-Susan, Foreign Service Institute
Plummer, Jeffrey William, Office of Supply, Transportation and Procurement
Ponds, Marjorie Ann, Passport Agency, Los Angeles
Porter, Joyce L., Passport Agency, Chicago
Powell, Lynn Dierdre, Office of the Under Secretary for Management, Executive Office
Precourt, Jacki Lynn, Bureau of Personnel, Office of Management
Rearden, Deidre, Passport Agency, Philadelphia
Redman, Michael Gregory, Passport Agency, Stamford
Reeder, Leslie K., Inter-American Affairs
Reid, Andrea L., Passport Agency, Washington
Reid, Jennifer Lee, Office of Supply, Transportation and Procurement
Sabanegh, Edgar F., Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts Division
Sarro, Paula M., Despatch Agency, New York City
Sarro, Paula M., Despatch Agency, New York City
Scheiber, Lynda M., Executive Secretariat
Schlattman, Laura Anne, Refugee Programs
Schmutter, Benjamin Paul, Despatch Agency, New York City
Scroggs, Robert Scott, Office of the Comptroller, Budget and Planning
Seaborn, Joyce M., Office of the Comptroller, Financial Operations, Payroll and Retirement Accounts Division
Sheehan, Margaret M., Office of Supply, Transportation and Procurement
Shepherd, Cheryl Ann, Executive Secretariat
Simmons, Katherine, Bureau of Personnel, Office of Management
Smith, Devi Renee, Passport Agency, Miami
Smith, Hallie Deborah, Passport Agency, Miami
Smith, Marilyn M., Passport Agency, Stamford
Snipes, Charles Harrison, Passport Agency, Seattle
Steininger, Michael Gary, Despatch Agency, Baltimore
Stewner-Manzanares, Gloria, Foreign Service Institute
Stoll, Anthony John, Passport Agency, Chicago
Stone, Benita R., Office of Medical Services
Sullivan, Karla J., Passport Agency, Seattle
Sullivan, Mark P., Inter-American Affairs
Swinton, William J., Bureau of Personnel, Office of Management
Tancredi, Margaret C., Inter-American Affairs
Todd, Jr., Walter M., Passport Agency, Los Angeles
Tronolone, Cheryl L., Inter-American Affairs
Veney, Cassandra R., Bureau of Personnel, Office of Management
Via, Kimberley A., Executive Secretariat
Walsh, Gertrude C., Bureau of Personnel, Office of Management
Walsh, Thomas S., Office of the Legal Adviser
Ward, Lyn, Passport Agency, San Francisco
Washington, Evelyn R., Bureau of Personnel
Weitz, Richard, Inter-American Affairs
White, Paulette Vera, Office of Security
Whitten, Patience Kathleen, Passport Agency, Boston
Wilhelmi, Nancy L., Office of Medical Services
Wilkinson, Kathleen P., Economic and Business Affairs
Wormser, Nina C., Office of Protocol
Wray, Jennifer Marie, Passport Operations
Yogi, Linda Emiko, Passport Agency, Honolulu
Young, Tanya Nokomis Ruth, Foreign Buildings Office
Zacharia, Michael Esa, Office of the Deputy Secretary
Zawistoski, Alan J., Foreign Buildings Office

Retirements (October)

Kellinger, Nellita L., Foreign Affairs Information Management Center
Krimer, William D., Office of Facilities Management and Administrative Services
Storey, Sarah P., Passport Services, Office of Program Support

Retirements (November)

Burns, Madeline V., Passport Agency, Boston
Downs, John E., Montreal
Henry, Jewel E., Foreign Affairs Information Management Center, Evening Shift
Reetz, Grace V., Passport Office, Miami ■

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Personnel: Foreign Service

SANTO DOMINGO, Dominican Republic—Ambassador *Robert Anderson* presents certificate for successful completion of visa correspondence course to *Norma Rodriguez*, national employee.

TEGUCIGALPA, Honduras—*Sondra K. Dubbs*, wife of political officer Michael Dubbs, in a jumping competition with her horse (whose name is Chili).

Appointments

Brown, Beverly A., Santo Domingo
Furtado, Gilbert O., Tokyo
Greeley, Robert M., Office of Communications
Hewitt, William Alexander, Kingston
Maino, Theodore C., Gaborone
Phinny, Robert H., Mbabane
Soto, Mary G., Mexico
Stephan, Marie L., Nassau
Welsh, Irene R., East Asian and Pacific Affairs

Transfers

Abramowitz, Morton I., Bangkok to East Asian and Pacific Affairs
Ahmad, Sharon Erdkamp, African Affairs to Banjul
Allitto, J. Anthony, Singapore to Buenos Aires
Alspaugh, Jr., Clarence H., Foreign Buildings Office to Hong Kong
Anderson, Donna J., Foreign Service Institute, Language Training to Bangkok
Bellows, Michael Donald, Canada to Suva
Bietry, Arline J., Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Jakarta
Boehm, Jr., John Charles, Philippines to East Asian and Pacific Affairs
Bond, James Bradford, Turkey to Winnipeg
Brazeal, Aurelia E., Japan to Economic and Business Affairs, Office of Developmental Finance
Burrell, William J., Lagos to Jakarta
Campbell, William Noel, Hong Kong to Medan
Carroll, Robert J., Malaysia to East Asian and Pacific Affairs
Cavazos, Catherine G., Austria to Beijing
Colm, Peter W., Hong Kong to East Asian and Pacific Affairs
Condayan, John, Bangkok to East Asian and Pacific Affairs
Cooper, Ferrell L., Abidjan to Antananarivo
Duffy, Joseph J., Moscow to Beijing
Farmer, Michael J., Tegucigalpa to Inter-American Affairs
Foster, James J., Training Complement to Seoul
Galer Ryan, Anne Maria, Tokyo to Economic and Busi-

EXECUTIVE SEMINAR—Members of the 25th Executive Seminar in National and International Affairs (they started on September 7 and will graduate next June 24) are, seated, first row, left to right: *Michele Truitt* and *George Lambrakis*, State; Colonel *Robert Chandler*, Air Force; *R. V. Fimbres*, acting coordinator; *Edmund Parsons*, State; *Roger Castonguay*, FBI; *Frank Ravndal*, State. Seated, second row: Colonel *Bobby Butcher*, Marine Corps; *Stephen Block* and *Peter Lande*, State; *William Schmitt*, Intelligence Community Staff; Captain *Paul Versaw*, Coast Guard; Captain *Kevin Healy*, Navy. Standing: *Alan Brody*, CIA; *Genta Hawkins*, State; Colonel *Don Phillips*, Army; *Michael Connors*, State; *Robert Chatten*, USIA; *Vladimir Lehovich*, State; *Michael Eisenstadt*, USIA; *Gary Matthews*, State; *Keith Mitzner*, National Security Agency; *Charles Higginson* and *Thomas Dunlop*, State; *Donald Simpson*, CIA; *Julius Coles*, AID; *Donald Healey*, State; *Annette Moore*, special assistant.

ness Affairs

Godfrey, Ruth W., Yugoslavia to Beijing

Harr, David C., Foreign Service Institute, Language Training to Ankara

Hart, Richard R., Bangkok to Beijing

Harton, Joe H., East Asian and Pacific Affairs to Hong Kong

Hartung, Richard Lance, Seoul to Singapore

Hendricks, Geraldine F., Economic and Business Affairs to European Affairs

Hollman, Carrbil G., Turkey to Foreign Service Institute, Language Training

Holland, John E., Office of Security, Technical Services to Nairobi

Junior, Lewis D., Bureau of Personnel, Office of Foreign Service Career Development and Assignments to Rotterdam

Kaestner, Peter G., New Delhi to Port Moresby

Kelley, Robert D., La Paz to Canberra

Kenning, Jr., George W., Sudan to Udorn

Ludan, Robert P., Seoul to Izmir

Ludan, Sharon E., Nouakchott to Izmir

Marshall, David Bruce, Hong Kong to Istanbul

Mears, Jr., Thomas W., United Kingdom to Warsaw

Murray, Anne V., Ghana to Paris

Owen, William K., Brussels to European Affairs

Piccioni, Marion F., Rome to Hong Kong

Piez, William, East Asian and Pacific Affairs to Tokyo

Polik, Lorraine Wendell, International Organization Affairs, Office of International Development to Sydney

Post, Patti, Israel to East Asian and Pacific Affairs, Office of Public Affairs

Quigg, Marion R., New Delhi to Kuala Lumpur

Sandvick, Jerel Keith, Commerce Department to Manila

Satterfield, Bangta May, Vancouver to Kuala Lumpur

Schmidt, John Richard, Foreign Service Institute, Language Training to Krakow

Sharpe, Thomas J., Ethiopia to Tokyo

Stout, Charles R., Switzerland to Rome

Swain, Virginia Q., Belgium to Calcutta

Thompson, Gail A., Mexico to Brussels

Whitman, William B., Yugoslavia to Rome

Resignations

Andros, Carolyn R., Office of Foreign Service Career Development and Assignments

Baker, Shelley May, Brazil

Beebe, Robert V., Bangkok

Benefiel, Michael James, Commerce Department

RABAT, Morocco—*Lewis Forde*, left, and *Abderrazak Ouzzahra* are congratulated by deputy chief of mission *Ted Curran* on their retirements.

Blanchard, John L., Office of Foreign Service Career Development and Assignments
Butler, George F., Office of Foreign Serice Career Development and Assignments
Campi, Alicia J., East Asian and Pacific Affairs
Carter, Wayne C., Office of Foreign Service Career Development and Assignments
Chapleski, Joseph P., Office of Communications
Crocker, Arthur M., Office of Communications
Currie, Mary L., Brasilia
Downey, Franklin, Office of Foreign Service Career Development and Assignments
Gable, Edward G., Office of Foreign Service Career Development and Assignments
Gable, Marian D., African Affairs
Gambrell, Bobby J., Office of Foreign Service Career Development and Assignments
Halvorsen, Janet M., Rabat
Hammond, Jr., David G., Office of Foreign Service Career Development and Assignments
Hansford, Lorayne A., Office of Foreign Service Career Development and Assignments
Holt, Martin D., East Asian and Pacific Affairs
Horgan, John P., Office of Foreign Service Career Development and Assignments
Jackson, Lowell Richard, Commerce Department
Kennell, Lonnie L., Office of Communications
Kirkpatrick, Robert W., Bureau of Administration
Lefton, Theodore E., Monrovia
Maras, Susan M., New Delhi
McClellan, Aloyse, Beijing
McClintock, Susan M., Family Liaison Office
Norton, Kenneth Leroy, Commerce Department
Radosevich, Maryjo, Office of Security, San Francisco Field Office
Ratliff, Linda L., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Rinky, John J., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Rose, Jr., John A., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Ross, Jr., Wilbur Lee, Office of Communications
Shannon, Barbara A., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Smercansky, Andrew P., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Sopranzi, Anthony A., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Sprague, David O., Office of Communications
Stauffer, James E., Bureau of Personnel, Office of Foreign Service Career Development

VALLETTA, MALTA—Ambassador *James Malone Rentschler*, third from left, after presenting his letters of credence to President *Agatha Barbara*. Others, from left: deputy chief of mission *Thomas L. Price;* the personal secretary to the President, *Saviour Demarco; Alfred Cachia*, ministry of foreign affairs; public affairs officer *Joel J. Levy.*

PORT-OF-SPAIN, Trinidad and Tobago—At awards ceremony, front row, from left: *Deborah Deane, Enid Pouchet*, Ambassador *Melvin H. Evans, Evelyn Weston, Ann Clark*. Back row: *Charles E. Nichols, Clyde Lambert, Sylvan Baboolal, Debra Chang On, Carlos Hall, Paul E. Behnke, James Jagan*.

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and Assignments
Thun, Leonard L., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Torrens, James B., East Asian and Pacific Affairs
Vago, Richard L., Office of Communications
Van Twisk, Tony M., Cairo
Varney, William F., Office of Communications
Wilk, Marilyn D., Stockholm
Worthen, Patricia L., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Wright, Stephen E., Bureau of Personnel, Office of Foreign Service Career Development and Assignments
Zimmerman, John L., Bureau of Administration, Office of Communications

Retirements

Diedrich, William S., Bureau of Personnel
Epstein, Shirley M., Rome
Francis, Albert A., Bonn
Kane, Shirley A., Ottawa ☐

REPUBLIQUE DE HAUTE

Mr. Zoghby **with first-day-of-issue, stamped envelope and poster showing his design for the commemorative.**

U.S. employee designs Upper Volta stamp

Samir Zoghby of the U.S. mission in Embassy Ouagadougou has designed an Upper Volta stamp commemorating the 20th anniversary of the World Food Program, which is based in the African capital. This might be the first time that AID assistance has helped design a country's postage stamp, Ambassador Julius W. Walker Jr. told STATE.

Mr. Zoghby is in Upper Volta as the AID liaison officer working on drought control in the Sahel. His art works have been exhibited in more than 10 shows in the United States, Upper Volta, Cameroon (where he was a Fulbright professor, 1970–72), and in Tunisia (where he was the Peace Corps director, 1976–78). He "paints" with thick felt-tip markers—a technique he developed 17 years ago. ☐

Commission, tenure board recommends 36

The Commissioning and Tenure Board has completed its review of the files of 74 Foreign Service officer-career candidates who were eligible for consideration at its August session, recommending that 36 be granted tenure.

Among candidates reviewed were four mid-level officers. Of 46 candidates reviewed for the first time, 18 were recommended for tenure. Of 17 who were before the board for final review, 13 were recommended for tenure.

The names of three candidates recommended have been temporarily removed from the list pending satisfaction of language probation. Following are the names of the remaining 33:

Aldonas, Grant D
Anderson, Youngeun H
Berry, Gregory L.
Brownfield, William
Cekuta, Robert F
Coulter Jr., Frank J
DeCastro, Peter R.
Edelman, Eric
Glover, Michael
Goldschmidt, Michael
Hahn, Nick
Johnson, Carolyn R.
Kelly, Mary
Kerr, Laurence M
Lijek, Mark
Lowe, John W
Lucas, William E
Manzannares, Joseph
McCarthy, Christopher
McIntosh, Brian H
Meyer, Judith E
Milford, Norman D
Mohanco, John
Moon, Patrick
Pepper, Raymond
Potter, Jo Carole
Queen, Richard
Sandford, Gregory
Schrock, Albert E
Sternberg, Leslie
Van Pelt, Karen
Valli, Moosa
Verdun, Aubrey V ■

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Bureau Notes

Secretary's Office

Office of the Secretary

SECRETARY SHULTZ accompanied PRESIDENT REAGAN to San Diego, October 7–11, to participate in a meeting with the president-elect of Mexico, MIGUEL DE LA MADRID. Traveling with the Secretary were MRS. SHULTZ; RAYMOND SEITZ, executive assistant to the Secretary; MICHAEL KLOSSON, special assistant to the Secretary; LYNDA DUNN, secretary, Office of the Secretary; GRETCHEN GERWE, staff officer, and LINDA LEYBLE, secretary, Executive Secretariat.

The Secretary traveled to Ottawa, Canada, October 24–25, to consult with government officials. Accompanying him were Mrs. Shultz; Mr. Seitz; CLAYTON McMANAWAY, deputy executive secretary; ERIC EDELMAN, special assistant to the Secretary; LORA SIMKUS, personal assistant to the Secretary; GEORGE TWOHIE, executive director, Executive Secretariat; JUDITH FERGIN and Ms. Gerwe, and staff officers, and JACALYN STEIN and DIANE STUART, secretaries, Executive Secretariat.

CAROL VAN VOORST and W. GREGORY PERETT have joined the Operations Center as watch officers/editors. Ms. Van Voorst's last post was Rotterdam, and Mr. Perett's was New Delhi ... Commander PETER ANGELINA has joined the staff of military representatives, replacing Commander RICHARD WILLIAMS ... New operations assistants are JULIA ROTTIER, formerly with the Office of Security, and DANIEL HERMAN, formerly with the Visa Office. □

DEPUTY SECRETARY'S OFFICE— Deputy Secretary *Kenneth Dam* presents Air Force Meritorious Service Medal to Major *Frank G. Klotz,* who is serving in the Department as a White House Fellow and as a special assistant to the deputy secretary.

Office of the Deputy Secretary

Deputy Secretary KENNETH W. DAM attended the Atlantic Conference in St. Croix, U.S. Virgin Islands, November 4–7. The four-day conference, administered by the Chicago Council on Foreign Relations, brought together public and private sector leaders from North America, South America and Western Europe ... The deputy secretary presided at the November 1 promotion ceremony for special assistant/White House fellow FRANK KLOTZ. Mr. Klotz was promoted from Air Force captain to major. □

Administration

Office of Communications

KENNETH ERNEY has returned to Washington from an assignment with the regional communications programs office in Bonn. He assumed new duties on the Special Projects and Programming Staff ... JOSEPH KEATON, former communications programs officer at Sydney, is now a member of the Foreign Operations Staff ... JOHN ROWE, a new employee who was formerly with the Navy Department at Dahlgren, Va., is assigned to the Technical Controls Sections, where he serves as a test engineer ... ROBERT GREELEY, another new employee, entered on duty in the Radio Maintenance Branch ... KENNETH MATTHEISEN reported for duty in the Maintenance and Logistic Division after an assignment in Pretoria ... A new technician in the division is JACK WALES, formerly with the Eaton Corp. ... ROBERT A. MASON has returned to the Planning and Engineering Division from an assignment in Embassy Montevideo.

The following were in Washington on consultation recently: JOHN BUSICK, Bonn; KENNETH MATTHEISEN and GLENN NICELY, Department; ERMAN HARRIS, Dacca; RAYMOND SCHOENBERG, Sofia; RAYMOND AHRING, NATO, Brussels; CHARLES CAESSENS, Jerusalem; MAUDINE CONLEY, Doha; DONALD KOPLIN, Nassau; MICHAEL LEVINSON, Oslo; DONALD SNEAD, Amman.

Attending courses in the Training Division were: CECILIA ANGELSBURG, Hamburg; JERALDIN BOROM, Paramaribo; BETTY ANN DEVINE, Hermosillo; PHILLIP EGGER, Durban; CHRISTOPHER KAUTH, Matamoros; MARK BOULWARE, Maracaibo; MICHAEL PAULSON, Merida; MORREY GRYMES, Izmir; STEPHEN HOLMBERG, Bucharest; LEON KURTZMAN, Muscat; DARRELL SKINNER, Luxembourg; BEVERLY WILLIAMS, Accra; LINDA KENT, Banjul; ROBERT KING, Nicosia; MICHAEL LEVINSON, Oslo; GEORGE McCUMBER, Brasilia; MICHAEL BUCCELLATO, New Delhi; JUANITA COLE, Geneva; STANLEY LEWIS, Monrovia; KATHLEEN EMMONS, Communications Center Division. □

Foreign Buildings Office

Front Office: On November 3, deputy assistant secretary WILLIAM L. SLAYTON awarded the contract for construction of the new U.S. embassy office building in Cairo to the low bidder, Kramico SAE, Cairo, for U.S. $27,599,791 ... Mr. Slayton, Ambassador RICHARD W. MURPHY, and State architect REID HERLIHY presented a model of the Riyadh project to the Secretary ... Ambassador FRED J. ECKERT from Suva met with Mr. Slayton and area officers to discuss real property matters for his post ... Mr. Slayton briefed the East Asia administrative officers conference, in the Department, on his capital program and other real property matters.

Operations: HERB TYSON reported to the office as the area officer for East Asia ... L. BENJAMIN SARGENT led a real property survey team in Berlin; reviewed the consul general residence construction project in Hamburg; consulted with the consul general in Milan on operational matters; consulted with the embassy in Rome on the sale of property in Venice; and met with the State roving architect to plan renovation of the consul general residence in Naples, and to review the rehabilitation of the consular section in London ... JOHN SCHOLL, REX HELLMAN and E.G. HAMILTON left, October 10, for Bern and Geneva to plan for public access control and renovations projects at these posts ... ED HARKNESS left, October 30, for Tokyo, Guangzhou, Beijing and Hong Kong, to resolve a series of real property questions ... KEITH M. GWYN, LINDA SHENWICK and JOE WHITE returned from Amman, Jerusalem and Tel Aviv, where they examined the entrepreneurial study for Amman, the registration of the purchase option for the consulate office building in East Jerusalem, and property trade possibilities in Tel Aviv ... JOHN HELM, FIORE DIPAOLO and ROBERT CALDWELL returned after visiting posts in India and Pakistan. Their work included preliminary design planning for a new consulate office building and staff housing in Lahore, and a new USIA building in Calcutta ... GARY LEE and CARL PETCHIK were among the members of a survey team which visited Chad, Togo, the Ivory Coast, the Gambia, Liberia and Nigeria ... Area officers met with the administrative officers from Port Moresby, Canberra, Indonesia, Beijing, Tokyo, Singapore and Rangoon.

Liaison Office: The Inter Agency Housing Board met on October 28. Representatives from 12 agencies attended. The principal topics discussed were State's new residential space standards, the application of housing space standards to tandem couples and offshore lease payments.

Buildings Design: JAMES SCHOONOVER went to Havana, where he assisted the post and contractor in installation of a new air-conditioning system for the chancery ... Architect Herlihy accompanied Ambassador Murphy to Houston, for a review of the Riyadh chancery project ... State architect J.

RICHARD GRAY went to Tokyo, Beijing and Hong Kong, to resolve architectural problems in connection with the embassy compound in Tokyo, the new chancery in Beijing and staff housing in Hong Kong ... **PETER GURVIN** departed for Lagos, to obtain shop drawings from the contractor for the staff houses and approvals prior to construction ... **PETER HAHN** continued his review of shop drawings for the Islamabad compound buildings, and selection of various materials and finishes. He reviewed the working drawings and specifications for the consular office building in Hermosillo ... **JAMES SCHOONOVER** met with other officials to form an ad hoc advisory panel on friable insulation materials (asbestos hazard). The buildings office will have responsibility for implementation of the asbestos program ... **HARRY MARINOS** reviewed the first submission for the electrical rehabilitation project for Rangoon. He also prepared cost estimates for the electrical rehabilitation of the consulate in Naples, and began work on the fiscal year 1983 generator program. In order to obtain architectural and engineering firms for State's expanded public access control program, a comprehensive three-day orientation seminar was held for 15 firms. The final day included a visit to State Annex 7 (Fullerton), to inspect installation of forced-entry ballistic doors, windows, panels, Marine guard booth and other security-related devices. Former Assistant Secretary **JOSEPH DONELAN** has been placed in charge of the program ... **CARL C. HANSEN**, State structural consultant, and architect Dipaolo, returned from Ankara, where they inspected construction of an annex building.

Construction and Maintenance: **HARRY TENNANT**, logistic specialist on the Moscow support team, was named "Property Man of the Year" by the National Property Management Association ... Area branch chief **WILLIAM A. SMAYDA** departed to inspect projects in Tokyo, Hong Kong, Kuala Lumpur, Jakarta and Manila. He was to also visit Singapore with architect **W. FAULKNER**, to prepare modifications for a Singapore project ... **JOHN SLIGH** has begun work as assistant area branch chief for East Asia and the Pacific ... Contract employees **TOM FRISBIE-FULTON** and **JOE TOUSSAINT** have received appointments in the Foreign Service.

Contracts: **JOHN HOLMES** and **JAMES SCHOONOVER** negotiated technical details for a contract with Solarex, for the Dakar photovoltaics installation contract.

Fire Protection Program: **GENE LINDLEY** went to Helsinki, to investigate the fire in the deputy chief of mission's residence. No one was killed or injured, but the property was destroyed. Debris from the fire was en route to the United States. It was to be analyzed at a laboratory in Rockville, Md.... Work continued on alarm system installation in Europe. **DENNIS LUNDSTEDT** met with representatives from Shell Oil concerning polybutylene pipe for sprinkler systems ... As part of the administrative course, a fire safety class was held October 15. The morning included a lecture at the Foreign Service Institute. In the afternoon, all participants had an opportunity to practice firefighting at Dulles International Airport ... The branch demonstrated the use of escape chutes and fire extinguishing systems at Main State. Approximately 75 Department employees used the chute during the demonstration ... **JAN FERGUSON** entered on duty as the new secretary/administrative aide for the program.

Interior Design: **SUSAN McQUEEN** went to Caracas to work with Ambassador and Mrs. **GEORGE M. LANDAU** on the residence ... **JOHN HELM**, Ms. McQueen and **MAUREEN MURPHY** visited the offices of Horizon Designs, Inc., to discuss the use of special foreign currency funds for the purchase of furnishings for rehabilitation of the embassy in Islamabad ... Ms. Murphy attended "Designer's Saturday," the fall commercial furniture market in New York ... **LISA SCHOLAR**, **VIVIEN WOOFTER** and architect **GEORGE HARTMAN** presented plans, for furnishings of the new office building in Kuala Lumpur, to Mr. Slayton ... Ms. Woofter presented plans for redecoration of Villa Taverna, the ambassador's residence in Rome, to Mr. Slayton and to the Villa Taverna Foundation ... The branch briefed a number of wives on furniture and furnishings at their respective posts.

Executive Office: The Automated Data Management Systems and Fire Protection Program sections have moved to their new office locations on the fourth floor.

Automated Data Management Systems: The Office of Foreign Buildings and the Office of the Comptroller have started a real estate management system to implement the real estate portions of the Department's projected financial management system. Price Waterhouse will develop the system, which will be in place, worldwide, by the end of fiscal year 1985. **FREDERICK B. COOK** is the contracting officer's technical representative and team leader for the project. □

Language Services Division

TONY HERVAS interpreted for aviation talks with Venezuela, in the Department, October 12–15, with documentary support from the Division's Translating Branch, and especially from **PILAR MOLNAR** and **TONY SIERRA** ... **TED HERRERA** handled Mexican tenders at the Department of Agriculture, October 14–15, while **SOPHIA PORSON**, **ALEC TOUMAYAN** and **CAROL WOLTER** interpreted for the Commission of the European Communities, October 12–13 ... **ZAKI ASLAN** and Mr. Toumayan shared responsibilities during the Washington visit, October 20–23, of the so-called Fez delegation, headed by **KING HASSAN** of Morocco. Ms. Porson and Ms. Wolter assisted ... **GISELA MARCUSE** interpreted for claims negotiations with the German Democratic Republic, October 19–22, and **CORNELIUS IIDA** flew to Honolulu, for talks with Japan on agricultural products, October 20–22 ... **PAUL KOVENOCK** represented the division at the midwest regional conference of the National Council of International Visitors, in Cleveland.

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October 13–15 ... **JIM BROWN** interpreted at talks between a delegation of the People's Republic of China and the Food and Drug Administration, October 25–28, while Ms. Porson handled U.S.-Belgium talks on an extradition treaty the same week ... **DIMITRY ZARECHNAK** left the intermediate nuclear forces negotiations in Geneva to fly to Vienna for negotiations on grain sales to the Soviets, October 28–29.

Language services were provided for the meeting on cereals, pulses and legumes of the Codex Alimentarius, in the Department, October 25–29. Division chief **NORA LEJINS** served as overall language services officer, **DON BARNES** as chief interpreter, and **RICARDO SCHEIDIG**, a former division employee, as supervisor of the translating night shift ... Verbatim reporter **MARIE TAYLOR** handled the Secretary's interview by editors of U.S. News and World Report, October 26, and Time magazine, October 29 ... Ms. Lejins served on a panel at the annual meeting of the American Translators Association, October 23.

The division provided both interpreting and translating services for the Conference on Free Elections, in Washington, November 4–6. **NEIL SEIDENMAN**, Mr. Barnes and **STEPHANIE VAN REIGERSBERG** were among the staff members directly involved in the interpreting exercise. Also assisting on special occasions were Mr. Toumayan and **CELESTE BERGOLD** ... Staff reporter **FERD KUYATT** handled the Secretary's luncheon discussion with 12 newspaper editors, November 10, and both he and Ms. Taylor shared in the Secretary's interview by **C. L. SULZBERGER** of the New York Times ... Former Russian interpreter **BILL KRIMER** accompanied the U.S. delegation to the Brezhnev funeral in Moscow, November 15. ☐

Office of Security

JACKSON BOOTH has returned to the San Francisco field office after extended protective duty assignments with the first lady of the Philippines and the foreign minister of Israel. **PHIL WHITNEY** was traveling in Italy and England and was to return to the field office early this month.

From September 17–October 12, Capt. **BETH A. SALAMANCA** and **JOHN KONICKI** of the Education and Training Staff were on explosive ordnance disposal duty for the UN General Assembly in New York. From September 23–October 12, **GERALD DESALVO** and **CHARLES (RICK) THOMAS** were on protective details in New York. **KATHLEEN HELM** was assigned on temporary duty as a secretary at the UN mission, September 27–October 12. From September 29–October 29, a mobile training team staffed by **WILLIAM PENN** and **JAMES PRIETSCH** visited South America. The posts visited included Quito, Port-au-Prince, Caracas, Port-of-Spain and Georgetown. **RICHARD STANKO** attended a Federal Bureau of Investigation hostage negotiation course at Quantico, Va., October 18–29.

On November 1, the expanded Division of Investigations became operational. Under the reorganization, the division assumed responsibility for all investigations other than those associated with counter-intelligence. The division welcomed the following as special agents: **STEVE BURCHYNS**, personnel investigations; **MARTIN DOUGHERTY**, chief of the general fraud and malfeasance section; **MARTIN DONNELLY**, chief of the general fraud section; **STEVE GLEASON**, and **JOHN MURPHY**, General Fraud Section; **AL GOWING**, chief of the investigations section; **DAVID BOTSKO**, investigations section; **CHARLIE CHASE**, passport fraud branch; **B. SCHAUMBERG**, chief of the special investigations branch; **ROBERT BOOTH**, **MIKE CONSIDINE** and **ART JONES**, Special Investigations Branch.

HARRY ALLEN has returned to the New York field office from a 10-month temporary duty assignment in the assistant regional security office at the U.S. mission to the United Nations. **LOUIS C. KACHULIS**, assistant director for personnel security and investigations, visited the New York field office, October 28, and addressed current matters of interest to the Office of Security.

DICK HEBERT has joined the staff of the Division of Foreign Operations as the second European desk officer. **BILL GIBSON** and **GORDON HARVEY** were on a familiarization trip to Tokyo, Seoul, Hong Kong and Bangkok. **DAVE BOWYER** has departed Foreign Operations to join the Security Enhancement Group. **STEVE HIPSON** was on a three-week protective security detail for the foreign minister of Israel. **BILL GIBSON** and **LILLIAN JOHNSON** attended a reading development course at the Foreign Service Institute. The following regional security officers were in the Division of Foreign Operations for consultation: **BILL ELDERBAUM**, from San Salvador, and **MARK SANNA**, from Ankara. ☐

OFFICE OF SECURITY—In recognition of assistance provided to the Secretary's Protective Detail, a plaque of appreciation is presented to the New York and New Jersey Port Authority Police Department by, second from left, special agent-in-charge *Robert P. O'Brien* and special agent *Michael A. Viggiano*, right. Receiving award: Lts. *Frank Fox*, *Charles Richert*.

African Affairs

Assistant Secretary CHESTER A. CROCKER addressed a conference on Africa, sponsored by Princeton University, October 15–16, at Martha's Vineyard. He delivered a major address on "Regional Security" at a luncheon hosted by the Baltimore Council on Foreign Relations, October 28, and spoke with editors at the Baltimore Sun. On November 6, Mr. Crocker participated in a panel on "U.S.-Africa Issues," at the African Studies Association's 25th annual meeting in Washington.

Senior deputy assistant secretary FRANK WISNER gave a luncheon talk, on southern Africa, at the World Affairs Council in Hartford, Conn., October 22. Mr. Wisner also met with representatives from the Equator Bank and the media while in Hartford ... JOHN HALL of the bureau's Economic Policy Staff visited six African countries in October to review State-AID relations in the field, and the use being made of special self-help funds ... MARIE HUHTALA, Chad and alternate Cameroon desk officer, Office of Central African Affairs, visited Ndjamena, Chad; Maroua, Yaounde; and Douala, Cameroon, on an orientation trip, October 9–23.

Office of Southern African Affairs: DANIEL SIMPSON, director, participated in a panel at the African Studies Association's annual meeting in Washington, November 5, on "Constructive Engagements." He was to meet with Soviet officials, as part of the official delegation of Soviet-Americans, in Berkeley, Calif., for a conference on "Sub-Saharan Africa," November 10–13. MICHAEL RANNEBERGER, Angola desk officer, accompanied Mr. Crocker to Paris and London, October 17–23, for consultations with the French and British. EMIL SKODON, Mozambique desk officer and regional economist, went on a four-week orientation trip to Mozambique, Swaziland, Malawi, Zambia and South Africa, during November. □

ANTANANARIVO, Madagascar—At awards ceremony, from left: ***Martin Andriamanantsoa*****, Ambassador** ***Fernando E. Rondon*****,** ***Remi Randrianasolo, Annie Rasoamanana*****,** ***Jeanine Raharimalala*****,** ***Eliane Razafimandimby.***

Arms Control and Disarmament Agency

EUGENE V. ROSTOW, director, held discussions with European political leaders, U.S. diplomatic officials and members of the U.S. delegations to START (strategic arms reduction talks), and to the intermediate nuclear forces talks and the mutual and balanced force reductions talks, during his October 8–23 European visit. On October 27, Mr. Rostow addressed the First Committee of the UN General Assembly, emphasizing that "arms control and disarmament efforts can be useful instruments of a strategy for attaining and preserving peace, but in no sense can they be a substitute for such a strategy."

Between October 13–November 10, the following agency officials addressed the topics of arms control policy and nuclear weapons reduction: Mr. Rostow, interview, New York Times, October 28; ROBERT T. GREY, deputy, interviews, WITL-FM and Lansing State Journal, Lansing, Mich., October 14; Flint Journal, Flint, Mich., October 15; Newsday magazine, Austrian TV, November 8; speeches: League of Women Voters, Lansing, October 14; New York Law School, October 22; JOSEPH D. LEHMAN, public affairs adviser, speeches: Washington Journalism Center, October 20; Lawyers Alliance for Nuclear Arms Control, Washington, October 20; MARY ELIZABETH HOINKES, Multilateral Affairs Bureau, speeches: American Association of University Women, Whittier, Calif., October 19; California Polytech and the Retired Teachers Association, San Luis Obispo, Calif., October 21; interview: Telegram-Tribune, San Luis Obispo, October 21; WILLIAM A. SEARLE, Nuclear and Weapons Control Bureau, speeches: Council on Foreign Relations, Billings, Mont., October 21; National Association of Foreign Student Affairs, Colorado School of Mines, Golden, Colo., October 28; interviews: Billings Gazette, KTVQ-TV and KOUS-TV, Billings, October 21; NORMAN WULF, Office of the General Counsel, speech: Georgia Southwestern College, Milledgeville, Ga., October 21. □

Consular Affairs

Assistant Secretary DIEGO C. ASENCIO participated in the Council on Foreign Relations' October 28 program on immigration. On October 29, Mr. Asencio was interviewed by El Diario La Prensa, New York, on immigration policy, and by DANIEL SAMPER of El Tiempo, Colombia, on illegal immigration. On November 2, Mr. Asencio taped an interview for a weekly Spanish language radio program entitled "En Foque Nacional." ROBERT E. FRITTS, senior deputy assistant secretary, addressed the Consular Corps of Washington luncheon, October 20, on "The New Consular Era."

LOUIS P. GOELZ, deputy assistant secretary, Visa Office, addressed the law graduate students of George Mason University, Arlington, Va., November 1, on immigration. VIVIAN FERRIN, associate director for passport services, presented cash awards, October 13–14, to members of the Stamford and New York Passport Agency staffs for their performance during the 1982 peak season. While in Stamford, Mr. Ferrin was the guest speaker at the Westchester, Conn., Passenger Travel Association annual dinner meeting. The association presented BEATRICE MITE, Stamford regional director, with its "Woman of the Year" Award, for her contributions to the travel industry. EDWARD KREUSER, associate director, Visa Office, traveled to Port-au-Prince, Kingston and Havana, to review visa management and operations, October 11–28. CORNELIUS D. SCULLY, director of legislation, regulations and advisory assistance, spoke to the

Practicing Law Institutes in New York and San Francisco, October 28 and November 3, on immigration. CECIL H. BRATHWAITE, Visa Office, participated in discussions sponsored by the Joint Center for Political Studies and the Johnson Foundation, Racine, Wisc., October 24–26, on "Immigration and Black America." Participants examined immigration and its effect on black Americans, the Simpson-Mazzoli bill, refugees in the United States and the Cuban-Haitian boat people.

Bureau personnel completing courses during October and November included JAMES L. WARD and CARMEN A. DIPLACIDO (political career relations workshop of the Federal Executive Institute); CARL F. TROY and MARY ALICE NOYES (advance consular course); and LULA ELLIS (human relations and secretarial office procedures workshop).

Newly-assigned employees in the bureau included VIRGINIA SIMPSON, Written Inquiries Branch, and ROBERT RAYMER, Post Liaison Division. CATHERINE D. CAREY, Overseas Citizens Services, retired, October 22, after 42 years of Government service. RONALD AYERS, formerly of the Boston Passport Agency, was appointed regional director of the Chicago Passport Agency, effective November 1. JOHN ST. DENIS, former principal officer in Mazatlan, assumed the position of regional director at the New York Passport Agency, October 1. MIRIAM L. HUGHES, staff assistant, Office of the Assistant Secretary, received a Meritorious Honor Award, November 10, for her performance as a consular officer in Santo Domingo. ☐

FRANKFURT, West Germany—At photographic exhibit, consul general *David A. Betts*, center, awards grand prize to *Burdette Hammitt* of the communications unit. At right is Corporal *Thomas McConnell*, who organized the exhibit.

East Asian and Pacific Affairs

Assistant Secretary JOHN H. HOLDRIDGE attended the third annual conference on international affairs at the University of Kansas, November 5. He spoke on "Japan and the United States: The Broader Context." From November 9–10, he attended a conference in Kyongju, Korea. He participated in consultations with government officials from the Japanese ministry of foreign affairs, in Tokyo, Nov. 11–12. He attended the Williamsburg XII meeting in Tokyo, Nov. 12–13. From Nov. 14–15, he had consultations with the commander-in-chief, Pacific, at Honolulu.

Deputy assistant secretary ROBERT A. BRAND attended the UN General Assembly in New York, October 4–7. He attended bilateral sessions with Australia, New Zealand, Papua

EAST ASIAN AND PACIFIC AFFAIRS—At administrative officers conference in the Department, seated, left to right: *JoAnn Jenkins*, bureau; *George Knight*, Jakarta; *Michael Hamilton*, Port Moresby; *George F. Rodman*, Wellington; *John Condayan*, bureau; *Thomas Solitario*, Bangkok; *Maurice N. Gralnek*, Singapore. Standing: *Clarence Alspaugh*, Hong Kong; *Michael Adams*, bureau; *Robert Graninger*, Suva; *E. Parks Olmon*, bureau; *David A. Roberts*, Kuala Lumpur; *Paul Sadler*, Manila; *Howard Williams*, Canberra; *Theodore Green*, Rangoon; *James Moran*, Beijing; *Frank Fulgham*, Tokyo; *Paul Serey* and *Charles O. Skellenger*, bureau. Not pictured: Walter Hood, Vientiane.

New Guinea and Fiji. He attended an Australia/New Zealand/U.S. breakfast hosted by **SECRETARY SHULTZ**, and a Pacific islands luncheon hosted by Mr. Holdridge.

Deputy assistant secretary **DANIEL A. O'DONOHUE** traveled to Singapore, Thailand, Laos, Burma, the Philippines, Jakarta and Malaysia, to consult with embassy officials and also to accompany Secretary of Defense **CASPAR WEINBERGER** on his travel to Asia, October 15–November 6. He attended the narcotics conference in Malaysia, November 7–10, then proceeded to Japan for foreign office consultations, November 11–12.

Deputy Assistant Secretary **THOMAS P. SHOESMITH** participated in a White House briefing session for Presidential appointees, October 14. On October 18, he spoke to the students at the Industrial War College on "U.S. Policy in East Asia." Mr. Shoesmith also traveled to Louisville, Ky., where he was interviewed on **WUOL-FM**, delivered an address on Japanese-American relations at the university, met with the editorial board at the Courier-Journal, and gave a dinner address on Asian-American relations to the Louisville Committee on Foreign Relations. From there, he went on to Atlanta, where he met with the editorial board of the Constitution and gave a luncheon address to the Atlanta Japan Society, on "Japanese-American Relations."

L. DESAIX ANDERSON, director for the Office of Vietnam, Laos and Kampuchean Affairs, and **ALBERT SELIGMANN**, director of the Office of Japanese Affairs, accompanied Attorney General **WILLIAM FRENCH SMITH** on his trip to Japan, Hong Kong and Bangkok, to review the refugee and narcotics situation in the area.

Office of Chinese Affairs: Director **WILLIAM F. ROPE** addressed the Smithsonian Institute's Resident Associate Program, November 4, on "China and America: Entangled Emotions, Complex Relations," at the National Museum of Natural History. **RICHARD H. HOWARTH**, senior deputy director for Chinese affairs, traveled to China, October 4–21, on consultations. **DEAN WELTY**, political officer, traveled to China on consultations, October 14–30. Mr. Welty also addressed a CIA training class on U.S.-China relations, November 5. **LORRAINE TAKAHASHI**, economic officer, traveled to Philadelphia to give a briefing at the World Trade Council, November 1.

Office of Japanese Affairs: **ALBERT L. SELIGMANN**, director, accompanied the attorney general to Japan in early October, and spoke to an international trade seminar in Salt Lake City, November 4. Deputy director **LAWRENCE FARRAR** addressed the Defense Institute of Security Assistance Management, in Dayton, O., on U.S.-Japan relations, November 9. **MIKE MICHALAK**, economic officer, participated in talks on tobacco, high technology and implementation of Japanese trade liberalization measures, in late October. Political officer **DAVID WALKER** departed, November 7, for 10 days' consultations in Japan, on political and military affairs. Economic officer **JACK CRODDY** was in Honolulu, October 20–22, for U.S.-Japan agricultural talks. ☐

Economic and Business Affairs

The 1982–83 list review of the Coordinating Committee on Export Controls, in Paris, was opened, October 4, by assistant secretary-designate **RICHARD T. McCORMACK**, aided by the deputy assistant secretary for trade and commercial affairs, **DENIS LAMB**. **WILLIAM A. ROOT**, director of the Office of East-West Trade, and **RONALD K. KIRKPATRICK** and **MARIANNE M. KUNKEL** of that office each have led negotiating teams participating in the first six weeks of the review. The review was to continue for some months, and will require ongoing participation by officers in the East-West Trade Office.

The deputy assistant secretary for transportation and telecommunications, **MATTHEW V. SCOCOZZA**, delivered a speech on State's role in aviation negotiations, before the International Aviation Club, in Washington, October 19. Mr. Scocozza also chaired the U.S. delegation in civil aviation negotiations with the United Kingdom, October 14–21. At the same time, **THOMAS C. COLWELL**, chief of the Aviation Negotiations Division, headed the U.S. delegation in bilateral talks with Venezuela. Both meetings were in Washington.

JUDY MEYER, Office of Maritime and Land Transport, participated in discussions with Canadian officials in Ottawa, October 18, aimed at lifting the U.S. moratorium on Canadian trucking applicants.

G. PAUL BALABANIS, director of the Planning and Economic Analysis Staff, addressed students of the Industrial College of the Armed Forces, at National Defense University, in Washington, October 15. Mr. Balabanis gave an overview of "Finance and Trade in Western Europe." On October 22, **MICHAEL ULAN** and **MICHAEL GLOVER** of the staff attended a data resources seminar in New York, on the economic outlook for Latin America and the Pacific Basin.

HARVEY WINTER, director of the Office of Business Practices, served as alternate U.S. representative at the third session of the diplomatic conference for the revision of the Paris Industrial Property Convention, in Geneva, October 4–30. The ongoing revision is focused primarily on additional provisions for the benefit of developing countries, to stimulate the flow of technology to these countries . . . **JOHN P. RILEY**, deputy director of the office, headed the U.S. delegations to the UN Conference on Trade and Development meetings on the draft International Code of Conduct on the Transfer of Technology. The last of the 1982 review meetings was held, September 20–October 1; a negotiating conference on the code will be held sometime next year.

BRUCE HIRSHORN, chief of the General Commercial Policy Division, traveled to Seoul and Taipei, the week of October 18, for bilateral trade talks. He represented the Department on a delegation that also included representatives of Commerce, Agriculture and the Office of the U.S. Trade Representative . . . The U.S. delegation to the 25th Trade and Development Board of the UN Conference on Trade and Development, in September, included **MANNY BARRERA** of the General Commercial Policy Division, who then went on to Paris for the meeting of the North/South Group of the Organization for Economic Cooperation and Development.

ANN HOLLICK, director of the Office of International Commodities, and **STEVE THOMPSON** of the Industrial and Strategic Materials Division attended the eighth annual mineral economic symposium of the American Institute of Mining, Metallurgical and Petroleum Engineers, November 8, in Washington . . . On October 7, **ROBERT PASTORINO**, chief of the division, and **JAMES GAGNON** of his staff participated in a discussion on minerals developments in sub-Saharan Africa, at the Industrial College of the Armed Forces. Mr. Gagnon served on the U.S. delegation to the UN Conference on Trade and Development Committee on Tungsten, in Geneva, October 25–29. Unlike previous sessions, which have tended to dwell on market intervention measures, this meeting concentrated on a review of the tungsten market situation . . . **DAVID WILSON**, assistant chief of the division, served as alternate representative to the October 14–22 meeting of the International Lead and Zinc Study Group, in Geneva. The group carried out its annual assessment of the world lead and zinc sectors. On October 13, Mr. Wilson attended a meeting of the informal nickel discussion group, in Geneva, which was exploring whether there is a need for an international study group for nickel along the lines of the lead and zinc group.

MICHAEL GOLDMAN, chief of the Food Programs Division, was a member of the U.S. delegation to the October 11–18 meeting of the Committee on Food Aid Policies and Programs, the policy body of the World Food Program. At this meeting, the United States pledged $250 million in food aid to the program during the 1983–84 biennium.

MILTON DRUCKER of the Marine and Polar Minerals Division attended the American Mining Congress, in Las Vegas, October 11–14, to take part in the discussions of the seabed mining committee . . . The chief of the division, **LEWIS COHEN**, attended a law of the sea symposium at Duke University Law School, October 28–30 . . . **WES SCHOLZ** attended the proceedings of the Underwater Mining Institute, in Madison, Wisc., October 26–28.

STEVEN MULLER of the Tropical Products Division represented the United States at the Food and Agriculture Organization's Intergovernmental Group on Jute, Kenaf and Allied fibers, in Rome, October 26–29. One of the major discussion items was the future of the organization's statistical and analytical role, given the successful negotiation of an international jute agreement the previous month. Mr. Muller also traveled to Geneva to attend the UN Conference on Trade and Development's session of the intergovernmental group of experts on bananas, November 1–5. The purpose was to review banana research and development project profiles which might be suitable for funding by the Second Account of the Common Fund.

New employees who have entered on duty in the bureau include **ROGER HEFFERAN**, Office of the Assistant Secretary; **WESLEY SCHOLZ**, Marine and Polar Minerals Division; **BARBARA RIVAS**, Office of Energy Producer-Country Affairs, and **JOYCE KINNEY**, Message Center. □

European Affairs

Assistant Secretary-designate **RICHARD BURT** and **JAMES C. NELSON**, director, Office of Canadian Affairs, accompanied **SECRETARY SHULTZ** to Ottawa, Canada, October 24–25, for bilateral consultations. Mr. Burt traveled in Europe, November 3–12, holding bilateral consultations in Paris, Brussels, London, Dublin, Bonn and Stockholm. While in London, he addressed the Wilton Park Conference, November 7, on "U.S. Relations with the European Community—Perspectives and Prospects for the 1980s." While in Brussels, he chaired the NATO meeting of the Special Consultative Group. On November 13, Mr. Burt accompanied Mr. Shultz to Moscow for the funeral of **PRESIDENT BREZHNEV**.

Principal deputy assistant secretary **ROBERT BLACKWILL** traveled to Brussels, October 19–21, to attend the NATO meeting on Poland. He attended a briefing at the NATO Defense College, October 26. On November 3, he made the opening presentation at Harvard University's strategy and arms control seminar, entitled "The Reagan Defense Policy." ... Deputy assistant secretary **JAMES F. DOBBINS JR.** attended the Aspen Institute Conference, in Berlin, October 20–22. Other countries he visited during the three-week familiarization trip to Europe were Portugal, England, Spain and Belgium. On November 12, Mr. Dobbins spoke to members of the American Association of University Women, at a meeting in the Waldorf-Astoria Hotel, New York, on "Arms Control and American Security."

R. MARK PALMER has assumed the duties of deputy assistant secretary for the Soviet Union and East Europe/Yugoslavia, moving from his former job as deputy to the under secretary of political affairs ... **RICHARD N. HAASS**, deputy for policy, traveled to Harvard University, October 16, to speak on nuclear policy issues. Mr. Haass also addressed the Rhode Island state legislature, October 19, on arms control and nuclear freeze, and appeared on WJAR-TV's "The Week Starts Here" news program, October 31. He participated in the U.S./United Kingdom talks, October 21–22, in the Department. On November 4–7, Mr. Haass traveled to London for consultations.

BERLIN—At the U.S. mission, minister *Nelson C. Ledsky* presents certificate to *Marianne Fischer*, who has retired after 36 years' service.

Ambassador **W. TAPLEY BENNETT JR.**, NATO, consulted in the Department and other Washington agencies, in October. Ambassador **FRANCIS J. MEEHAN**, Poland, was in the Department for consultations in mid-October. Ambassador **MAXWELL RABB**, Italy, was in the Department for consultations, and to accompany the Italian **PRIME MINISTER SPADOLINI** on his visit to Washington and other cities in the United States, November 1–7. Mr. Rabb was accompanied by **GILBERT KULICK**, officer-in-charge of Italian affairs, on his tour of various U.S. cities, November 5–7.

JOHN SINNICKI, budget officer, and **DON HUNTER**, deputy budget officer, Office of the Executive Director, attended a series of Department meetings, the last week in October, to review the Price Waterhouse design for the disbursing module of State's new worldwide financial management system ... Two new employees have joined the staff of the Office of the Executive Director: **ROGER A. SIMPSON**, budget analyst, and **JONI R. SKELLINGER**, clerk-typist.

REGINALD BARTHOLOMEW, U.S. special negotiator for defense and economic cooperation negotiations between the United States and Greece, and his executive assistant, **DAVID T. JONES**, traveled to Athens, via Stuttgart, London, Paris, Brussels, and Naples, to inaugurate talks with the Greek government on a new defense and economic cooperation agreement, October 21–November 12 ... **ROBERT J. MONTGOMERY**, deputy director, Office of Canadian Affairs, participated in a meeting of the Permanent Joint Board on Defense, in Petawawa, Canada, October 19–22. **BRADFORD MILLER**, economic officer, Office of Canadian Affairs, traveled to Ottawa, October 17–20, to participate in a follow-up to the multilateral trade negotiations, and to take part in bilateral discussions on trucking ... **JOHN R. DAVIS**, director of the Office of Eastern European and Yugoslav Affairs, attended the recent NATO eastern European experts meeting, in Brussels, and then visited the embassies in Prague and Budapest on consultations ... **DONALD GRABENSTETTER**, economic officer, attended the U.S./Hungarian Joint Economic/Commercial Commission meeting, in Budapest, and had consultations in Prague and Warsaw ... **ROBERT W. SMITH**, economic officer, visited Belgrade, Bucharest and Sofia on consultations ... **ELEANORE RAVEN-HAMILTON**, Greek desk officer, Office of Southern European Affairs, attended the American-Hellenic Institution trade conference, in New York, October 15. □

Foreign Service Institute

JOHN T. SPROTT, deputy director, participated in the consular conference in Seoul, Korea, October 8. He also visited the field schools in Yokohama, Seoul and Taipei . . . On November 4 and 5, STEPHEN LOW, director, and Mr. Sprott attended the annual meeting of the American Association of Professional Schools of International Affairs, at the Fletcher School of Law and Diplomacy, in Cambridge, Mass. The institute is an associate member . . . Mr. Sprott spoke, November 8, at a conference on "Innovative Curricula in International Studies," sponsored by the American Council on Education, in Washington . . . On November 8, Mr. Low visited Wang Laboratories, in Lowell, Mass., to discuss future training needs for data processing in the Foreign Service and the Department . . . JOHN COLLIER, chairman, sub-Saharan African studies, School of Area Studies, chaired a panel at the African Studies Association meeting, on the major powers and Africa, November 4 . . . PETER BECHTOLD, chairman for Near East/North African Studies, attended the annual meeting of the Middle East Studies Association, at Philadelphia, November 4–6, and delivered a paper, "Politics in the Sudan Revisited." . . . JENNIE VIEHL has entered on duty as a Korean language and culture instructor. □

FOREIGN SERVICE INSTITUTE—Graduates of the Foreign Service secretarial training class, seated, left to right: *Jessie Colson* (faculty), *Ginger Ventresca*, *Lai Miller*, *Patricia Baumann*, *Darlyne Toler*, *Bessy Bray*, *Grace Raifman* (lecturer). Second row: *Donna Garrett* (faculty), *Richelle Babinsack*, *Margaret Conlon*, *Linda Caldwell*, *Kathleen Snider*, *Katherine Radcliffe*. Last row: *John Ruffner*, *Ann Broussard*, *Donna Gouldin*, *Katherine McGowen*, *Darlene Mann*, *Corinne Thornton*, *Atha Hester*, *Anthony Pawlicki*. (Photo by Tom Bash)

Human Rights and Humanitarian Affairs

Assistant Secretary ELLIOTT ABRAMS traveled to Bucharest, October 6–7, to participate in discussions about the extension of most-favored-nation status for Romania. During the month Mr. Abrams conducted numerous media interviews including a telephone conference to Barbados; taped broadcasts for Radio Free Europe for the Voice of America and for the British Broadcasting Corp.; a press conference for the Foreign Press Center; and an interview with the Associated Press. Mr. Abrams spoke before the Board of the American Society of Newspaper Editors and to the Jewish Welfare Federation of Indianapolis.

Senior deputy assistant secretary MELVYN LEVITSKY was interviewed by CBS-Radio, Chicago . . . SCOTT BURKE, who was special counsel, has been named deputy assistant secretary, with principal responsibility over asylum matters . . . Deputy assistant secretary CHARLES FAIRBANKS participated in the conference on democratization of Communist countries, in the Department, October 18–19.

In October, MYLES GREENE joined the bureau's country reports team. BETTY LOU OPLINGER joined the staff as secretary to Mr. Burke. □

Inspector General's Office

As one of a series of visits to various Department offices, SECRETARY SCHULTZ recently called on inspector general ROBERT L. BROWN and his staff. The Secretary's purpose was understood to be to get acquainted with the inspector general and to assure him of his support of the activities of the office. Assisting Mr. Brown in detailing the statutory responsibilities and functions of the office were the deputy inspectors general, Ambassadors RICHARD K. FOX JR. and WILLIAM B. EDMONDSON.

In addition to conduct-of-relations and domestic inspections and a variety of audits, the Office of the Inspector General carries out many special projects. One of the most recent was performed by inspector STEPHEN F. McNEILL, who assisted in a survey of federal benefits payments to Social Security recipients overseas. Mr. McNeill and two auditors from the Department of Health and Human Services visited consular sections in Athens, Rome, Naples and London, to observe controls in place for monitoring social security payments, physical controls over checks and areas of potential fraud. This was the first time that the overseas program of federal benefits payments has been looked at on location, and the survey was considered beneficial and is likely to be followed by a full-scale audit.

In November, senior inspector DAVID R. THOMSON conducted another special project—a compliance follow-up review related to previous management audits of the Department's refugee programs and its recruitment, examination and employment functions. □

Intelligence and Research

ALAN W. LUKENS, director of the Office of Analysis for Western Europe, spoke to the Media-Diplomat Seminar on Southern Africa, at the Foreign Service Club, September 27. On September 23–24, he addressed the Buffalo Council on World Affairs and held a radio interview with Mark Chodrow of WEBR of that city, on the same subject. On October 7 Mr. Lukens briefed officers visiting the Department from Fort Bragg, on European issues . . . JAMES THYDEN, chief of the Northern and Central Europe Division, lectured to defense attaches assigned to Europe, at the Defense Intelligence School, on U.S.-European relations, September 27. MICHAEL PARMLY, analyst in that office, consulted with U.S. mission officers in Spain and Portugal, and held discussions with host country officials, September 6–19.

E. RAYMOND PLATIG, director of the Office of Long-Range Assessments and Research, participated in a Valley Forge meeting of Soviet and U.S. scholars and experts, arranged by the Foreign Policy Research Institute of Philadelphia. He also participated in a meeting of academic, business and U.S. Government representatives, convened by the American Council of Education, to review innovative educational programs. Discussions centered around preparing students for careers in the international field . . . DAVID VANCE, energy analyst for the bureau's Office of Economic Analysis, gave a talk on "The Changed Situation Facing OPEC," to an Energy Bureau, Inc., conference on energy and the economy, in Arlington, Va., October 4 . . . WILLIAM KNEPPER, director of the Office of Inter-American Affairs, participated in the Intelligence Producers Council's "Third World Intelligence Seminar," in the Department, October 21–22. Analysts from that office—STEPHEN TOMCHIK, JAMES DAVIS and GERARD GALLUCCI—attended a conference on Central America and the Caribbean, at the University of Pittsburgh, October 28 and 29. □

INSPECTOR GENERAL'S OFFICE—At meeting of Department's Committee on Waste, Fraud and Mismanagement, from left: *Knute E. Malmborg*, Legal Adviser's Office; *Robert E. Fritts*, Consular Affairs; *John J. Drotos*, Inspector General's Office; *Thomas M. Tracy*, assistant secretary for administration; inspector general *Robert L. Brown;* comptroller *Roger B. Feldman; Clint A. Lauderdale*, deputy assistant secretary for personnel; *Marvin L. Garrett*, deputy assistant secretary for security. Not pictured: Donald C. Leidel, Office of Management Operations; Carol J. Light, Legal Adviser's Office; Philip J. Harrick, assistant inspector general.

INTELLIGENCE AND RESEARCH— *Gary Crocker*, right, analyst in the Office of Politico-Military Analysis, is presented an Intelligence Community Award by *John McMahon*, deputy director of central intelligence.

Inter-American Affairs

LUIGI EINAUDI, director of the Office of Policy Planning and Coordination, visited several European countries, October 6–18, in connection with his attendance, October 14–15, at the NATO Latin American experts' meeting, in Brussels. He was also the opening speaker at a two-day seminar on international politics, at the Haus Rissen International Institute for Politics and Economics . . . Deputy director MICHAEL SKOL was the principal speaker at a private policy briefing, October 2, at the University of Texas' Institute for Latin American Studies, in Austin. Mr. Skol addressed the Industrial College of the Armed Forces, October 13 . . . Planning officer JOHN HAMILTON spoke on U.S. Latin American policy, at Salem College, N.C., September 24.

JOHN R. WALSER has joined the staff of the Office of Southern Cone Affairs, as the new international relations officer. The Paraguay and Uruguay country officer, MIRTA ALVAREZ, made an orientation trip to Asuncion and Montevideo, August 12–September 1. DAVID KEMP, country officer for Chile, visited Santiago, September 7–16. In addition to the orientation trip, the four ambassadors from the four southern cone countries were also up on consultations: HARRY W. SHLAUDEMAN, Argentina, September 13–24; JAMES D. THEBERGE, Chile, September 27–October 1; THOMAS ARANDA, Uruguay, October 18–22; ARTHUR H. DAVIS, Paraguay, November 12–19.

Andean office director SAMUEL F. HART went to New York, October 18, to confer with Ecuadorean government financial leaders on the economic situation in Ecuador. Mr. Hart was a member of the presidential delegation that went to La Paz, Bolivia, to attend the inaugural ceremonies for President SILES ZUAZO, October 6. □

INTER-AMERICAN AFFAIRS—At awards ceremony, from left: *Lynn Lotocki*, personnel officer; *John Mullin* (Meritorious Honor Award); *William Wood* (Meritorious Honor Award for service in San Salvador); *Joseph Sullivan* (Superior Honor Award with cash), *Stephen Bosworth*, deputy assistant secretary; *Kenneth Skoug* (Superior Honor Award for service in Caracas); *Ralph Braibanti* (Meritorious Honor Award with cash); *Robert Morley* and *Richard Howard* (Superior Honor Awards with cash); *Douglas Watson*, deputy executive director.

INTER-AMERICAN AFFAIRS—Participants in labor officer conference at State, from left: *Casimir Scoon; Manuel Rocha; Thomas Martin; Floyd Riggs; Jean Soso* (partially hidden); *John Keane; Frederick Becker* (dark glasses); *Peter Accolla* (partially hidden); *Richard Booth; David Shaw; Jack Buchanek; Sheldon Rapoport* (rear row, partially hidden); *Dale Povenmire; Morris Bernstein; Dan Turnquist; David Randolph; Laurel Shea; Harold Davey; Stephen Bosworth; John Muth; Robert Searby; David Wagner; John Warnock; Ishmael Lasa; David Scott Palmer; John Kelley; Irwin Rubenstein; Gerald Holmes; James Taylor; John Stephens* (partially hidden); *Steve Charnovitz; Richard Graham; John Fernandez; Louis Licht* (partially hidden); *Donald Knight; Roger McGuire; Anthony Kern; James Bumpus; William Brownfield; Eduardo Baez.*

International Narcotics Matters

Assistant Secretary DOMINICK L. DiCARLO chaired regional narcotics conferences in Panama City, September 23–24, and Rome, October 6–8. These conferences, organized in cooperation with the Bureaus of Inter-American Affairs, European Affairs and Near Eastern and South Asian Affairs, brought together embassy narcotics coordinators, drug enforcement agents and other U.S. Government officials from posts in Latin America, Europe, the Near East and southwest Asia, for discussions of U.S. narcotics policies and narcotics control strategies by regions and countries. Discussion topics included current U.S. domestic enforcement and treatment/prevention efforts; intelligence activities; and target country situation analyses. In addition to participants from the Bureaus of International Narcotics Matters, Intelligence and Research and the regional bureaus, participants included officials from the Departments of Justice and Treasury, AID, National Institute for Drug Abuse and USIA. Other bureau participants included deputy assistant secretary CLYDE D. TAYLOR, special assistant RAYBURN HESSE, WILLIAM SARGEANT, ROSS BENSON and LANA CHUMLEY.

Mr. Hesse and MANUEL GALLARDO, demand reduction consultant, were principals in a seven-day technical assistance seminar in Karachi, where a U.S. team worked with Pakistan officials on planning a treatment and prevention system for Pakistan's burgeoning heroin addiction problem. Mr. Hesse also observed bureau-assisted projects in the Northwest Frontier Province.

Mr. DiCarlo, October 20–22, met in Acapulco, Mexico, with members of the Mexican attorney general's office to conduct the quarterly bilateral review of the Mexican drug crop eradication program. The October meeting was the final review to be conducted during the administration of President LOPEZ PORTILLO. Mr. DiCarlo stressed in particular the success of the program in eliminating drug crops which could have been processed and shipped to the United States, and the role of the program as a model which might be emulated by other countries. Program officer ROSS BENSON accompanied Mr. DiCarlo to the Acapulco meeting and then traveled to Mexico City, to visit pilot training and aircraft maintenance facilities, and to Culican, Mexico, where he observed the opium poppy eradication operations.

ALBERT L. GLAD, chief, Global Support Division, represented the bureau at a recent meeting in Paris of the Pompidou Group. The group facilitates coordination on the whole range of drug abuse matters among nations of the Council of Europe. During his presentation, Mr. Glad proposed working-level cooperation between the Pompidou Group and responsible U.S. agencies. He also had meetings with officers at the U.S. mission to the Organization for Economic Cooperation and Development, and at Interpol.

JOHN CAMPBELL, chief, Asia Division, Office of Program Management, traveled to Hong Kong, Bangkok, Chiang Mai and Rangoon, September 18–October 4, to review fiscal year 1982 projects and discuss future program requirements. ☐

International Organization Affairs

On October 30–31, under the patronage of PRESIDENT and MRS. REAGAN and VICE PRESIDENT and MRS. BUSH, the 37th anniversary of the founding of the United Nations was celebrated in Washington with a gala weekend which saw presentations before the annual concert and dinner by SECRETARY SHULTZ. The United Nations Association of the United States of America was the host for this formal event, and Ambassador JEANE J. KIRKPATRICK and the assistant secretary of state for international organization affairs, GREGORY J. NEWELL, were honorary chairmen. Deputy secretary KENNETH DAM and the director general of the World Health Organization, HALFDAN MAHLER, were honored at a reception in the Diplomatic Reception Rooms, on the evening of the 30th. Special recognition of the World Health Organization was given this year because it was said to stand as "an example of the excellence which can be achieved by the institutions of the UN system when the principles of the UN Charter are followed closely."

Ambassador JOHN W. McDONALD JR. was in New York for the UN General Assembly session, October 17–29. He spoke at the Loretto Geriatric Center in Syracuse, N.Y., October 29; to the National Conference on Catholic Charities, in Washington, November 5; and the Lutheran Church of the Reformation, in Washington, November 9, on the World Assembly on Aging. He addressed two graduate seminars at George Washington University, in early November, on UN economic and social issues.

On September 23–24, JON GUNDERSEN of the Office of UN Political and Multilateral Affairs traveled to Columbus, Ga., to speak to the chamber of commerce and to make media appearances on multilateral nuclear disarmament questions. He went to Charleston, W. Va., October 24, to speak to the Governor's Commission, on the occasion of United Nations Day, about the Special Session on Disarmament. On November 11–12, Mr. Gundersen visited New Orleans, to speak on Soviet-American relations, at Tulane University. On November 12 he went to the U.S. mission to the United Nations, in New York, where he was a delegate to the First Committee . . . HARRY SIZER, also of the office, participated in a conference sponsored by the Center for War/Peace Studies, at Mohonk Mountain House, New Peltz, N.Y., October 14–17 . . . BERNADETTE McCARRON of the office secretarial staff was temporarily assigned to assist at the International Telecommunication Union Conference, in Nairobi, Kenya, October 18–November 5 . . . The following members of the office attended sessions of the General Assembly during October and November: ELIZABETH BARNETT, ROBERT FILBY, JON GUNDERSEN, JOHN MARTIN.

TOM GABBERT, agency director for science and technology, attended, as a member of the U.S. delegation, the session of the board of governors and the general conference of the International Atomic Energy Agency, in Vienna, September 19–25.

RODERICK C. MACKLER, Office of Technical and Specialized Agencies, led a group of private-sector participants to a UN Industrial Development Organization consultation, on the iron and steel industry, September 13–17, in Caracas . . . NEIL A. BOYER, director for health and narcotics programs, served on the U.S. delegation to the Program Committee of the World Health Organization, in Geneva, October 25–29. ☐

Legal Adviser's Office

The boundary dispute between the United States and Canada over the Gulf of Maine has been submitted to the International Court of Justice, at The Hague, for arbitration. On September 24, the legal adviser, DAVIS R. ROBINSON, signed the U.S. memorial in the case . . . THOMAS T. F. HUANG, assistant legal adviser for international claims and international property and investment disputes, was the principal negotiator, and led the U.S. team, on the second round of formal negotiations on claims of U.S. nationals against the German Democratic Republic. The sessions were in Washington, October 19–22 . . . NANCY H. ELY, assistant legal adviser for African affairs, traveled to Paris and London, October 18–23, to participate in bilaterals with the French and British . . . JOHN E. LANGE, attorney-adviser, was a member of the U.S. delegation to Cameroon, October 22, to negotiate a bilateral investment treaty. ☐

LEGAL ADVISER'S OFFICE—Legal adviser *Davis R. Robinson* signs the U.S. memorial in the U.S.-Canada maritime boundary dispute. With him are the memorial's authors, standing, from left: *David Colson* (looking down) of the legal office; *Sandra Shaw*, Geographer's Office; *Linda Walling*, *Ray Meyer*, *Neil Gitin* and *Bruce Rashkow* of the legal office; *Fred L. Morrison*, *Stefan Riesenfeld* and *Mark Feldman*, advisers.

Oceans and International Environmental and Scientific Affairs

In October, Assistant Secretary **JAMES L. MALONE** spoke before the Pittsburgh World Affairs Council, as well as the Duke University Law School symposium on the law of the sea. He was accompanied by **BRIAN HOYLE**, Office of Ocean Law and Policy. He presented his audiences with the administration's position on each aspect of U.S. oceans policy. Mr. Malone also discussed the criteria which the United States has established for developing a deep seabed mining policy. The law school audience consisted of many foreign government officials and scholars who have long been involved with the law of the sea. The Pittsburgh audience was comprised of about 50 business leaders whose companies may or may not be directly affected by the treaty. While in Pittsburgh, Mr. Malone appeared on two local radio talk shows and briefed several of the local newspapers.

Principal deputy assistant secretary **HARRY R. MARSHALL JR.** traveled to Paris, as the Department representative to the steering committee meeting of the U.S. mission to the Organization for Economic Cooperation and Development's Nuclear Energy Agency, October 18–19. He was accompanied by **VICTOR COMRAS**, deputy director, Office of Energy Technology Cooperation. The United States is engaged in an effort to have the nuclear agency function as a leading international forum in considering the technical policy issues confronting the nuclear power industry in the Organization for Economic Cooperation and Development nations. Following this meeting, Mr. Marshall was the guest of the United Kingdom Atomic Energy Authority at its fast-breeder facility at Dounreay, Scotland. Mr. Marshall toured the breeder reactor and reprocessing plant and conferred with the management at the facility. The reactor is operating on recycled plutonium, which had been separated in the reprocessing plant and fabricated into mixed oxide fuel. Following the visit to the Dounreay facility, Mr. Marshall consulted with officials in the Foreign and Commonwealth Office and the Department of Industry in London on outer space and nuclear energy-related matters.

The deputy assistant secretary for nuclear energy and energy technology affairs, **JAMES B. DEVINE**, testified, September 29, before the Senate Committee on Foreign Relations on elements of the U.S. nonproliferation policy ... On October 22, the Office of Nuclear Export and Import Control director, **CARLTON STOIBER**, participated in a symposium on nuclear arms and world public order, sponsored by the International Law Society of New York University Law School, in New York. Mr. Stoiber's remarks, "Current U.S. Nuclear Nonproliferation Policy," is to be reprinted in a future issue of the society's law journal ... **MARTIN PROCHNIK**, director, Office of Energy Technology Cooperation, was the Department representative at the fall meeting of the International Energy Agency Committee on Research and Development, in Paris, September 30–October 1. On his return, he stopped in London to discuss possible bilateral cooperation in the development of nuclear breeder reactors with British officials.

JAMES A. STORER, director, Office of Fisheries Affairs, served as chairman of the third meeting of the Policy Advisory Committee of the International Center for Living Aquatic Resources Management, in Manila, Philippines, October 17–21. On the return trip, Mr. Storer met with U.S. embassy staff and Japanese fishery officials, in Tokyo, October 22 and 24 ... **BRIAN S. HALLMAN**, Office of Fisheries Affairs, represented the Department at the annual meeting of the Inter-American Tropical Tuna Commission, in San Diego, October 18–21 ... **RICHARD WHITE**, Office of Fisheries Affairs, attended meetings in Cancun, Mexico, October 9, to improve cooperation in narcotics interdiction between the Mexican navy and the U.S. Coast Guard ... On October 12, **OTHO ESKIN**, Office of Ocean Law and Policy, spoke before an Office of Personnel Management seminar, in Denver. He addressed a meeting of American Mining Congress, in Las Vegas, October 13 ... **JACK CAHILL** and **REBECCA EDWARDS** have joined the Office of Ocean Law and Policy Staff.

From October 4–18, **LINWOOD STARBIRD** and **RICHARD RUBLE**, Office of Cooperative Science and Technology Programs, attended the semiannual meeting of the U.S.-Yugoslavia Joint Board on Science and Technology Establishment, in Zagreb ... **ARTHUR CORTE**, **EDMOND KELLY**, **EILEEN JANUS** and **GEORGE MATTAMAL** joined the staff of the office ... **PAM SMITH** of the office has been detailed for four months to Paris as the U.S. representative to the Versailles summit working group ... **SIDNEY FRIEDLAND** has departed the office for the Office of Anti-Terrorism Cooperation.

On October 21, **RICHARD E. BENEDICK**, coordinator of population affairs, met in New York with the UN Fund for Population Activities executive director, **RAFAEL SALAS**, and representatives of leading U.S. population organizations, to discuss the 1984 international population conference in Mexico City. While in New York, Mr. Benedick also had meetings with Archbishop **GIOVANNI CHELI**, permanent observer of the Holy See to the United Nations, and representatives of the International Planned Parenthood Federation-Western Hemisphere Region. Mr. Benedick spoke, November 2, at the University of Michigan, Ann Arbor, on "World Population and U.S. Foreign Policy," before a seminar of faculty and graduate students. On November 3, he held consultations on issues of biomedical research at the Upjohn Co., Kalamazoo, with the company president, **W. N. HUBBARD JR.**, and directors of research and international programs. □

Politico-Military Affairs

On October 19, director **JONATHAN T. HOWE** signed an exchange of diplomatic notes which extended the Polaris sales agreement to cover the sale of the Trident II missile to the United Kingdom. From October 21–22, he hosted a two-day session of consultations with the British on mutual political/military issues. These talks were part of an ongoing series of informal consultations that cover a wide range of issues, including NATO affairs, strategic matters, arms control initiatives and southwest Asia.

On October 13, deputy director **ARNOLD RAPHEL** addressed a public policy conference on defense decision-making, at Hamilton College, Clinton, NY. In early November, Mr. Raphel traveled to Tampa, FL, for briefings at the Rapid Deployment Joint Task Force headquarters. He was accompanied by **DICK MILES**, acting director, Office of Regional Security Affairs; **BRUCE ROGERS**, deputy director, Office of Security Assistance and Sales; and **JOSH EPSTEIN**, Office of Policy Analysis ... During October 17–22, deputy director **LESLIE H. BROWN** traveled to Minnesota, South Dakota and Wyoming, to present speeches to a variety of college and university audiences on current U.S. arms control initiatives and the problems associated with a nuclear freeze ... On October 16, deputy director **ROBERT W. DEAN** addressed students and faculty at the John F. Kennedy School of Government, Harvard University, on U.S. arms control policy. He also spoke in Chicago, October 24, to a meeting sponsored by the League of Women Voters. Mr. Dean was the deputy head of the U.S. delegation to the Special Consultative Group of NATO, which met in Brussels, November 5. He was the senior State representative on the U.S. delegation to the November 11 high-level group meeting in Brussels ... The bureau's senior adviser for Soviet affairs, **JEREMY AZRAEL**, participated as a panelist in a seminar on "Points of Tension in U.S.-Soviet Relations," sponsored by the University of Virginia, in Charlottesville, November 6. Mr. Azrael traveled to New York, November 8, to participate as a panelist in a program sponsored by the Council on Foreign Relations, on "Nationality Factors in Soviet Policy Deliberations." ... Special assistant **JON SMRTIC** presented a speech on State-Defense coordination on U.S. national security policy, October 12, to a group of officers from the Naval War College, at Newport, R.I. On November 4, Major Smrtic addressed a group of foreign military officers on current politico-military issues.

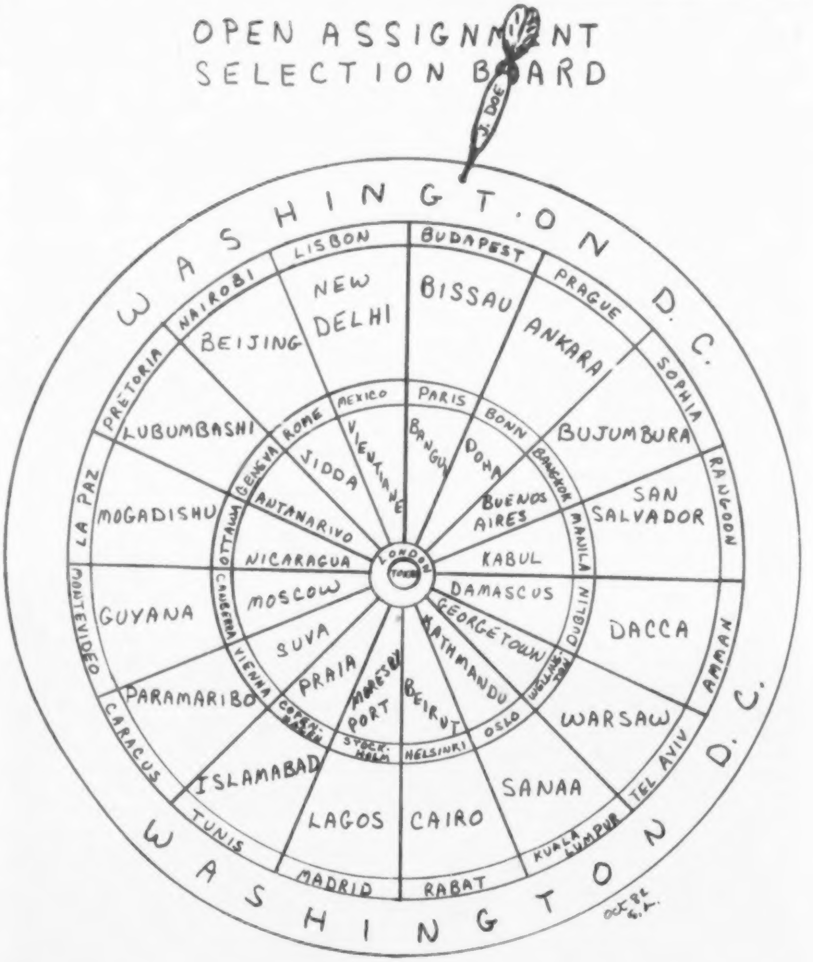
At an awards ceremony on November 3, Mr. Howe presented Superior Honor Awards to **WILLIAM B. ROBINSON**, director, Office of Munitions Control; **RICHARD HAASS**, former director, Office of Regional Security Affairs; **RICHARD A. CLARKE**, deputy director, Office of Policy Analysis; **BLAIR L. MURRAY**, Office of Theater Military Policy; and **LOUIS B. WARREN**, Office of Nuclear Policy and Operations ... The Legion of Merit was presented to Air Force Colonel **JAMES R. BLACKWELL**, for his service as vice commander of the 375th Aeromedical Airlift Wing at Scott Air Force Base prior to his assignment to the Office of Policy Analysis in July ... Air Force Lieutenant Colonel **JOHN A. GORDON**, deputy director, Office of Strategic Nuclear Policy, was awarded the Defense Meritorious Service Medal for his contributions in coordinating State Department actions in negotiations for the sale of the Trident II missile to the United Kingdom.

Major Smrtic was presented a diploma as honor graduate from the Army Command and General Staff College at Fort Leavenworth ... Outstanding performance certificates were awarded to **OLGA CUMBERLAND, MARIE MEEKS** and **RUTH SINCLAIR**, of the bureau front office; **RICHARD SOKOLSKY, APRIL ABDULMALIK** and **MARIEANN FREY**, Office of Policy Analysis; **JENNIE CARPER**, Office of Strategic Nuclear Policy; **LAURA DAVIS** and **ROBERTA GRAVETT**, Office of Security Assistance and Sales; **STEVE KOUMANELIS** and **ROSE M. BIANCANIELLO**, Office of Munitions Control; **BLAIR MURRAY**, Office of Theater Military Policy; **DEE WILMER**, Office of the Executive Director; and Mr. Haass and **JOAN SCHILCHER**, formerly of the Office of Regional Security Affairs. Excellent performance certificates were awarded to **BARBARA WILLIAMS**, front office, and **GREGORY PROCTOR**, formerly of the front office; **CAROLYN BROOKS**, Strategic Nuclear Policy; **PAULINE HAWKINS** and **DELORES JONES**, Theater Military Policy; **BEVERLY ROUNDTREE** and **DORIS BECK**, Regional Security Affairs; **ANGELA McCALL**, Office of Policy Analysis; **LEROY MILLS, ALLAN SUCHINSKY, JOHN SANFORD, RANDY WATKINS, A. TWANA DAVIS, SANDRA GLENN, NORA HUNTER, BARBARA McCOY** and **CAROLYN LANCASTER**, Office of Munitions Control; and **JUDITH BLAKE** and **CLAYBELL RIVERS**, Office of the Executive Director. A medal for 30 years' service was presented to **LUCILLE ANNIGIAN**, former bureau budget officer. Twenty-year medals were presented to **WILLIAM C. RANNAGEL**, director, Technology Transfer Assessment Staff; **JAMES E. TAYLOR**, Office of Security Assistance and Sales, and **REUBEN E. BROWN** and **ROSE M. BIANCANEILLO**, Office of Munitions Control. A medal for 10 years' service was presented to **JENNIE A. CARPER**, Office of Strategic Nuclear Policy.

JERRY W. LEACH, political officer, Technology Transfer Assessment Staff, was a member on an interagency team which traveled to Rome, The Hague, Brussels, Bonn, Paris and London, for bilateral talks, October 4 ... **ROBERT N. DAVIE JR.** has joined the bureau, from the Air Force Institute of Technology, where he was an assistant professor of nuclear engineering ... **JOSEPH P. SMALDONE**, chief, Arms Licensing Division, Office of Munitions Control, participated in a panel discussion on technology transfer and national security, at a conference organized by the section on military studies, International Studies Association, at the U.S. Army War College, Carlisle, Pa., October 21–22. ☐

Refugee Programs

BRUCE A. FLATIN, director, Office of Refugee Admissions, Processing and Training, traveled to Rome, Geneva, Vienna and Frankfurt, October 16–26, to meet with embassy and consular officers, immigration officers, officials of international refugee agencies and directors of voluntary refugee agencies. While at Geneva, he participated in the October 21–22 semiannual meeting of officials of European voluntary refugee agencies. **MARGARET J. BARNHART**, chief, Refugee Admissions Division, participated in the East Asian consular policy and management review conference, in Seoul, October 5–8. She discussed processing and admission of Indochinese refugees. **AILEEN V. ROBINSON**, program analyst, and **MARTHA A. WRIGHT**, secretary, both of the Office of Refugee Admissions, Processing and Training, traveled to New York, June 2, to attend the American Council for Voluntary Agencies allocations meeting, and to meet with the voluntary agencies representatives concerning sponsorship assurances. ■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Oct 82

Letters to the Editor

Francis Turner. (Photo by Cheryl D. Easley)

—*(Continued from Page 1)*

Department, I have found there are many interesting people with various talents and abilities. During the strain of what seems to be long eight-hour days, it is nice to know there are some of us who carry a joyful outlook on things.

One of those persons happens to be Francis Turner, an employee in the Foreign Affairs Information Management Center/Publishing Services Division. In this holiday season, filled with joy, peace and love, his love for God and people is exemplified in his daily routine of serving the public with his winning smile and ever-helping hand.

Francis Turner's eight-hour days are filled with the reproduction of thousands of copies at one of the Department's several reproduction centers (Short Order Station No. 1, Room 1427). He has daily frustrations with jammed copying machines . . . yet he always manages to do precise, accurate and speedy work in a courteous manner, with kind words for all.

Away from work, he is also busy serving the public with that same smile and helping hand, telling people about the glory of God, as co-pastor at Free Evangelistic Church, 14th and T Streets N.W. He has been in the ministry for 13 years . . . He is well-liked here at the Department, where he has been employed for 14 years, and all those he comes in contact with while ministering the gospel. He is the proud father of five beautiful children and is married to a lovely lady also employed by the Department.

When asked how he manages to get through the hectic eight-hour days of copying thousands of papers and clearing jammed machines, he replied: "I can do all things through Christ which strengthened me." (Philippians 4:13.)

Sincerely,
GLORIA J. WILLIAMS
International Organization Affairs □

See ya in Seattle

BELLEVUE, WASH

DEAR SIR:

You will be pleased to know about a luncheon meeting of Foreign Service retirees in Washington State. It was held on September 18 at the Washington Athletic Club in Seattle, with 46 in attendance. Ambassadors James Penfield and Charles Cross each said a few words of welcome to the group.

I appointed both ambassadors to a committee (which I'm still chairing), and also John Horner and Lucille Davis. The next meeting will be held sometime in March.

We have received inquiries, and March invitations will be going out to at least 80 people. The organization is informal. Any retirees who may be visiting in the area and wish to join us should drop me a line at 17014 N.E. 2nd Place, Bellevue, Wash. 98008.

Sincerely,
ELEANOR PAULSON□

More information

WASHINGTON

DEAR SIR:

In the September issue you reported the death of Cesare C. Tavella, former senior employee of the American consulate in Turin, Italy, but you were unable to provide any information about his family. Mr. Tavella is survived by his wife, Nayna, who still resides at Corso Galileo Ferraris 159, Torino 10134, Italy. Mr. Tavella had no children or other close living relatives.

Sincerely,
C. MELVIN SONNE
Classification/Declassification Center ■

Transfer Tremors . . . . by ebp

I was almost transferred to CANADA, but I couldn't tear myself away from WINNI, PEGgy and Alice.

I was almost transferred to PORT-AU-PRINCE, but turned it down because when I said "an island assignment," I had something more like TaHAITI in mind.

I was almost transferred to ECUADOR but, as I had already been there as a YanQUI TOurist, I wanted to go to new places.

Obituaries

Ralph D. Schmidt, 53, a communications specialist assigned to the Office of Communications, Communications and Security Division, in 1981, died on August 8 at George Washington University Hospital.

Mr. Schmidt was born in Seattle, Wash. He served in the Navy, 1945–67, then worked at the Central Intelligence Agency as a telecommunications specialist, 1968–73. Joining the Department in 1974, he was a support communications officer in Stockholm and Singapore.

There are no known survivors. □

George Verhulst, 64, general manager of the Employee Recreation and Welfare Association of Kinshasa, Zaire, and former general manager of employee associations in Belgrade, Islamabad and Kabul, died of a heart attack on October 9.

He had been associated with Foreign Service employee associations for 12 years after retiring as an Army officer. He leaves his wife. □

Reed Harris, a former State and USIA official, died on October 15 in Holy Cross Hospital. He had suffered from Alzheimer's disease and a heart ailment. He was 72.

Mr. Harris joined the Department in 1945. He served as chief of the Division of Communications and Records and chief of the Division of Publications.

In 1952, while deputy administrator of State's International Information Administration, he was summoned to appear before an investigative committee headed by the late Senator Joseph McCarthy (R.-Wisc.). Denying harsh accusations made by Senator McCarthy, Mr. Harris resigned shortly after his testimony. Parts of his testimony were later used in a television broadcast of "See It Now," which centered on the anticommunism hysteria generated by Senator McCarthy's tactics.

After nine years of publishing trade journals in Washington's private sector, Mr. Harris joined USIA in 1961. His positions there included executive assistant to the agency's director, director of Information Center Services, assistant director of policy planning in the Office of Political Research, and special assistant to the associate director in the Office of Research Assessment. He retired in 1973 and served for two years as president of the Freedoms Foundation in Valley Forge, Pa., and also as vice president of the International Club.

Born in New York, Mr. Harris studied American history at Columbia. From 1926–33, he was employed in private industry as a newspaper reporter and editor. He was executive editor at the Works Progress Administration, 1934–38; state director, Office of Government Reports, 1939–42; and chief of management plans, Office of War Information, 1942–44. He served in the Army, 1944–45.

Survivors include two sons, a daughter, a sister and three grandchildren. □

John K. Caldwell, centenarian, dies

STATE has been informed that John K. Caldwell, the senior retired Foreign Service officer, (STATE, August–September 1981), whose son David is also a retired Foreign Service officer, died on June 27 at age 100.

Beginning his career in 1906, Mr. Caldwell served at several Far Eastern posts, including Yokohama, Tokyo and Kobe. He was consular officer in Vladivostock, 1914–20. Assigned to the Office of International Narcotics Matters in Geneva in 1928, he participated on several advisory commissions dealing with that issue. From 1932–35, he was consul general in Sydney. During World War II, while serving as consul general In Tienstin, he and his wife were interned for six months as prisoners of the Japanese government. He then returned to Washington and served in the Office of Far Eastern Affairs and the Office of War Information. His last appointment before retiring in 1945 was minister to Ethiopia.

Mr. Caldwell was born in Ohio. He earned a bachelor's at Berea College in Kentucky. Besides his son, David, Mr. Caldwell leaves two other sons and a daughter. □

Fund for Margaret Tracey

The friends and family of Margaret (Peggy) Tracey, who served as secretary to the U.S. ambassadors in Tanzania and Nigeria before she died in Nairobi of cerebral malaria (STATE, July), are raising funds for a memorial to her. They hope to purchase a piece of life-saving medical equipment called a respiratory ventilator for the hospital in Nairobi. Tax-deductible contributions may be sent to the Peggy Tracey Memorial Fund, care of Laurel Sherry, 1317 Mopsick Avenue, Linden, N.J. 07036. □

Ruth A. Price, 79, an educational and cultural exchange officer in the Seattle Reception Center from 1962 until she retired in 1973, died in Phoenix, Ariz., on October 1 after injuries suffered in a car accident.

Joining the Department in 1957, Mrs. Price was an administrative officer for the International Education Service until her assignment to Seattle. A former lobbyist, she helped sponsor congressional bills that gained entry for Chinese refugees into the United States. She also worked as a lawyer in China, at Peking's Yenching University and the Union Medical College. In 1949, she was awarded the Auspicious Star, the highest civilian medal given to foreigners by the Republic of China.

Mrs. Price was born in Kansas. She earned a law degree at New York University. Survivors include a daughter and four grandsons. □

Harold M. Randall, 82, who held the personal rank of ambassador during his last appointment as U.S. representative to the Inter-American Economic and Social Council, Organization of

American States, died on October 26. A resident of Washington, he was visiting his son in Dallas at the time of his death.

Mr. Randall was a business economist with the Department of Commerce from 1928 until joining the Foreign Service in 1930. His assignments included commercial attache in Santiago; commercial attache and first secretary in Buenos Aires, Asuncion and Madrid; and counselor for economic affairs in Mexico City and Havana. He retired in 1959.

Born in Iowa, Mr. Randall was graduated from Parsons College and went on to earn a master's and Ph.D. at Georgetown. He served in the Navy, 1917–19. A former professor, he taught at Westminster College, 1924–25, at the Colorado State College of Education, 1925–26, and at the Georgetown University School of Foreign Service, 1926–29.

Survivors include his wife, two sons, a daughter, 11 grandchildren and two great-grandchildren. ☐

Roderic O'Connor, 61, who was special assistant to Secretary John Foster Dulles, 1953–56, died at Monmouth City Medical Center in Long Branch, N.J. on October 24. He had Alzheimer's disease.

Joining the Department in 1953, Mr. O'Connor was deputy assistant secretary for congressional relations, 1956–57, and administrator for security and consular affairs, 1957–58. In 1959, he left the Department to become the vice president of a pharmaceutical drug company in New Jersey. Ten years later, he returned to Washington as assistant administrator for AID's East Asia Division. He resigned in 1972.

Mr. O'Connor was born in New York. A graduate of Yale, he earned a law degree there and became a member of the New York bar. From 1943–45, he served overseas in the Air Force as a bombardier-navigator.

Survivors include his wife, a son, a daughter and two sisters. ■

PHILIPPINES—At memorial ceremony marking 38th anniversary of the Leyte landing, when U. S. forces commanded by General Douglas MacArthur returned to the Philippines. Left to right: Japanese charge d'affaires *Nagao Hiyoda*, Philippines President *Ferdinand E. Marcos*, U. S. Ambassador *Michael H. Armacost*, Australian charge d'affaires *Richard Smith*.

Library Booklist

The Palestinians*

General

Abu Iyad. *My home, my land: a narrative of the Palestinian struggle.* New York, Times Books, 1981. 235p. DS119.7.A6263

Caplan, Gerald. *Arab and Jew in Jerusalem: explorations in community mental health.* Cambridge, Mass., Harvard Univ. Press, 1980. 300p. DS113.7.C33

Dimbleby, Jonathan. *The Palestinians.* Photographs by Donald McCullin. London, Quartet Books, 1979. 256p. DS119.7.D55

Bar-Shefi, Yoella. *Beyond the gunsights: one Arab family in the promised land.* Boston, Houghton Mifflin, 1980. 226p. DS113.7.H33713

Mar'i, Sami Khahlil. *Arab education in Israel.* Syracuse, N.Y., Syracuse Univ. Press, 1978. 209p. LA1443.7.M37

Nakhleh, Khalil and E. Zureik, eds. *The sociology of the Palestinians.* London, Croom Helm, 1980. 238p. HN660.A8S63

O'Ballance, Edgar. *Language of violence: the blood politics of terrorism.* San Rafael, Calif., Presidio Press, 1979. 365p. HV6431.022

(A historical survey of Israeli and Palestinian conflict.)

Woolfson, Marion. *Bassam Shak'a: portrait of a Palestinian.* London, Third World Centre, 1981. 142p. DS109.86.S4W66

History

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